



International
Labour
Organization



► Report on the Gender Pay Gap in Portugal

► **Report on the Gender Pay Gap in Portugal**

Copyright © International Labour Organization 2021

First published 2021

Publications of the International Labour Office enjoy copyright under Protocol 2 of the Universal Copyright Convention. Nevertheless, short excerpts from them may be reproduced without authorization, on condition that the source is indicated. For rights of reproduction or translation, application should be made to ILO Publishing (Rights and Licensing), International Labour Office, CH-1211 Geneva 22, Switzerland, or by email: rights@ilo.org. The International Labour Office welcomes such applications.

Libraries, institutions and other users registered with a reproduction rights organization may make copies in accordance with the licences issued to them for this purpose. Visit www.ifrro.org to find the reproduction rights organization in your country.

ISBN 97-89-22035690-6 (Web PDF) (English text)

Report on the Gender Pay Gap in Portugal

International Labour Organization – ILO, 2021

Also available in Portuguese: *Estudo sobre a diferença salarial entre homens e mulheres em Portugal* - ISBN 978-92-2-035155-0 (web PDF) (Portuguese text)

The designations employed in ILO publications, which are in conformity with United Nations practice, and the presentation of material therein do not imply the expression of any opinion whatsoever on the part of the International Labour Office concerning the legal status of any country, area or territory or of its authorities, or concerning the delimitation of its frontiers.

The responsibility for opinions expressed in signed articles, studies and other contributions rests solely with their authors, and publication does not constitute an endorsement by the International Labour Office of the opinions expressed in them.

Reference to names of firms and commercial products and processes does not imply their endorsement by the International Labour Office, and any failure to mention a particular firm, commercial product or process is not a sign of disapproval.

Information on ILO publications and digital products can be found at: www.ilo.org/publns.

Produced by the Document and Publications Production,
Printing and Distribution Unit (PRODOC) of the ILO.



*Graphic and typographic design, layout and composition,
printing, electronic publishing and distribution.*

PRODOC endeavours to use paper sourced from forests managed
in an environmentally sustainable and socially responsible manner.

Code: SCR-REP

► Contents

Acronyms and abbreviations	vii
Preface	ix
Acknowledgements	xi
Introduction	1
Methodological note	3
Part 1: The gpg in portugal. Empirical evidence	6
1.1. The situation of women and men in the labour market	8
1.1.1 Educational qualification levels of the workforce	8
1.1.2 Employment	12
1.1.3 Occupational skills levels.	18
1.1.4 Length of Service	21
1.1.5 Enterprise size	22
1.1.6 Wages	24
1.1.7 Pay differences between men and women and the Gender Pay Gap	28
1.2. Analysis of data relating to specific times: 2006, 2012 and 2017	30
1.2.1 Educational attainment.	30
1.2.2 Occupational Skills level	34
1.2.3 Age	37
1.2.4 Contractual conditions	39
1.2.5 Enterprise/establishment size	40
1.2.6 By type of collective bargaining regulation instrument (IRCT)	42
1.2.7 Degree of feminization of the labour force	44
1.2.8 Economic sector	46
1.2.9 For-profit private sector vs non-profit private sector.	51
1.3 Decomposition of the gender pay gap	52
Part 2 - National context: The past 20 years	58
2.1. Evolution of the political, legal and institutional frameworks	60
2.1.1. Evolution of the equal pay principle (main legal instruments).	60
2.1.2 Policies promoting equal pay	65
2.2. Analysis of the economic context	73
2.3. The role of tripartite dialogue and collective bargaining	75
Appendix 1 - Main legal and political instruments for promoting equal gender pay (2000-2019)	83
Appendix 2 - Evolution of the equal pay principle	91
Appendix 3 - Guide for gathering social partners' opinions (written questionnaire)	97
Appendix 4 - e-Appendix A / e-Appendix B	98
Bibliography	151

Figures

1. Educational attainment of the workforce by age group in 2018	10
2. Higher education graduates by education/training fields and by sex	11
3. Evolution of employment rates for women and men in Portugal	13
4. Employment rates for women (20-49 years) with children (under the age of 6) in the EU28 in 2018	14
5. Men and women (15-64 years) employed part-time – Evolution (% of the workforce)	15
6. Involuntary part-time work as a % of total part-time work, by sex (employees aged 15-64)	16
7. Evolution of temporary worker (15-64 years) recruitment in Portugal by sex (% of the total workforce)	17
8. Evolution of unemployment rates (15-64 years) by sex	18
9. Evolution of the share of women in the total full-time TCO by skills level (as a % of the total labour force)	19
10. Evolution of the share of women in the total part-time TCO by skills level (as a % of the total workforce)	20
11. Average age and length of service by sex – full-time	21
12. Average age and length of service by sex – part-time	22
13. Share of full-time female workers by enterprise size (as a % of the total workforce)	23
14. Share of part-time female workers by enterprise size (as a % of the total of workforce)	23
15. Average monthly pay (€) for full and part-time work, by sex	26
16. Average monthly pay (€) and share of women in the working population by economic activity (2017)	27
17. GPG and factor-weighted GPG using average hourly earnings – full-time	29
18. GPG and factor-weighted GPG using average hourly earnings – part-time	29
19. Percentage of female full-time TCO by educational attainment	31
20. Percentage of female part-time TCO by educational attainment	31
21. GPG in average hourly earnings – full-time	32
22. GPG in average hourly earnings – part-time	33
23. GPG in the distribution of average hourly earnings by educational qualification – full-time	33
24. GPG in the distribution of average hourly earnings by educational qualification – part-time	34
25. Share of female full-time workers among all TCO, by occupational skills level (%)	35
26. Share of female part-time workers among all TCO, by occupational skills level (%)	35
27. GPG in average hourly earnings – full-time, by occupational skills level	36

28. GPG in average hourly earnings – part-time, by occupational skills level	36
29. Percentage of female full-time workers, by age group	37
30. Percentage of female part-time workers, by age group	37
31. Average hourly earnings in 2017 (€) for full-time workers, by age and sex	38
32. Average hourly earnings in 2017 (€) for part-time workers, by age and sex	38
33. GPG in average hourly earnings – full-time, by age group	39
34. GPG in average hourly earnings – part-time, by age group	39
35. GPG in average hourly earnings – full time, by type of employment contract	40
36. GPG in average hourly earnings – part-time, by type of employment contract	40
37. Percentage of female full-time workers by enterprise size	41
38. Percentage of female part-time workers by enterprise size	41
39. GPG in average hourly pay – full time, by enterprise size	42
40. GPG in average hourly pay – part-time, by enterprise size	42
41. GPG in average hourly pay – full time, by IRCT	43
42. GPG in average hourly pay – part-time, by IRCT	44
43. Average hourly earnings by degree of feminization of the workforce – full-time	45
44. Average hourly earnings by degree of feminization of the workforce – part-time	46
45. Average hourly earnings (€) and share of female workers by economic activity sector in 2017 – full-time	47
46. Average hourly earnings (€) and share of female workers by economic activity sector in 2017 – part-time	48
47. GPG by economic activity sector in 2010, 2012 and 2017 – full-time	49
48. GPG by economic activity sector in 2010, 2012 and 2017 – part-time	50
49. Percentage of women – full-time, by sector	51
50. Percentage of women – part-time, by sector	51
51. GPG in average hourly pay – full time, by sector	52
52. GPG in average hourly pay – part-time, by sector	52
53. GPG in average monthly and hourly earnings – full-time	53
54. GPG in average monthly and hourly earnings – part-time	53
55. Decomposition of the GPG in average monthly pay – full-time	55
56. Decomposition of the GPG in average monthly pay – part-time	55
57. Decomposition of the GPG in the average hourly rate of pay – full-time	56
58. Decomposition of the GPG in the average hourly rate of pay – part-time	56

Tables

1. Evolution of educational qualification levels in the workforce, by sex (%)	9
2. Equal pay in the National Plans for Gender Equality	71
3. Social partners' proposals for equal pay	80

Boxes

1. Factor-weighted gender pay gap	28
2. Decomposition of the gender pay gap	54
3. The Gender Pay Gap Barometer - Portugal	64
4. Commission for Equality in Labour and Employment (CITE)	71
5. Working Conditions Authority (ACT).	72
6. Strategy and Planning Office (GEP).	72

► Acronyms and abbreviations

AA	Acordo de Adesão / Adherence Agreement
ACT	<i>Autoridade para as Condições do Trabalho</i> / Working Conditions Authority
ACT (IRCT)	<i>Acordo Coletivo de Trabalho</i> / Collective Bargaining Agreement
AE	<i>Acordo de Empresa</i> / Company level Agreement
AHRESP	<i>Associação de Hotelaria, Restauração e Similares de Portugal</i> / Portuguese Catering and Hospitality Association
CAP	<i>Confederação dos Agricultores de Portugal</i> / Portuguese Farmers' Confederation
CCP	<i>Confederação do Comércio e Serviços de Portugal</i> / Portuguese Trade and Services Confederation
CCT	<i>Contrato Coletivo de Trabalho</i> / Collective Bargaining Agreement
CEE	<i>Comunidade Económica Europeia</i> / European Economic Community
CESIS	<i>Centro de Estudos para a Intervenção Social</i> / Centre for Social Intervention Studies
CGTP-IN	<i>Confederação Geral de Trabalhadores Portugueses – Intersindical Nacional</i> / Portuguese Workers' General Confederation
CIG	<i>Comissão para a Cidadania e a Igualdade de Género</i> / Commission for Citizenship and Gender Equality
CIP	<i>Confederação Empresarial de Portugal</i> / Portuguese Business Confederation
CITE	<i>Comissão para a Igualdade no Trabalho e no Emprego</i> / Commission for Equality in Labour and Employment
CPCS	<i>Comissão Permanente de Concertação Social</i> / Standing Committee on Social Dialogue
CRP	<i>Constituição da República Portuguesa</i> / Constitution of the Portuguese Republic
CT	<i>Código do Trabalho</i> / Labour Code
CTP	<i>Confederação do Turismo de Portugal</i> / Portuguese Tourism Confederation
DA	<i>Decisão Arbitral</i> / Arbitration Ruling
DGERT	<i>Direção-Geral do Emprego e das Relações de Trabalho</i> / Directorate-General for Employment and Labour Relations
EMU	Economic and Monetary Union
ENIND	<i>Estratégia Nacional para a Igualdade e a Não Discriminação</i> / National Strategy for Equality and Non-Discrimination
EU	European Union
EU-LFS	European Union - Labour Force Survey
FESAHT	<i>Federação dos Sindicatos da Agricultura, Alimentação, Bebidas, Hotelaria e Turismo de Portugal</i> / Federation of Portuguese Agriculture, Foods, Beverages, Catering and Hospitality Unions
FESETE	<i>Federação dos Sindicatos dos Trabalhadores Têxteis, Lanifícios, Vestuário, Calçado e Peles de Portugal</i> / Federation of Portuguese Textile, Woollen, Clothing, Footwear and Leather Industry Workers' Unions

F/T	Full-time
GEP	<i>Gabinete de Estratégia e Planeamento</i> / Strategy and Planning Office
GPG	Gender pay gap
IE	<i>Inquérito ao Emprego</i> / Employment Survey
INE	<i>Instituto Nacional de Estatística</i> / National Statistical Office
IRCT	<i>Instrumento(s) de Regulamentação Coletiva de Trabalho</i> / Collective Bargaining Regulation Instrument(s)
ISCO	The International Standard Classification of Occupations
MTSSS	<i>Ministério do Trabalho, Solidariedade e Segurança Social</i> / Ministry of Labour, Solidarity and Social Security
OIT/ILO	<i>Organização Internacional do Trabalho</i> / International Labour Organization
PAEF	<i>Programa de Assistência Económica e Financeira</i> / Economic and Financial Assistance Programme
PAIMH	<i>Plano de Ação para a Igualdade entre Mulheres e Homens</i> / Action Plan for Gender Equality
PCT	<i>Portaria de Condições de Trabalho</i> / Working Conditions Act
PE	<i>Portaria de Extensão</i> / Extension Act
PEC	<i>Plano de Estabilidade e Crescimento</i> / Plan for Stability and Growth
PIB	<i>Produto Interno Bruto</i> / Gross Domestic Product
PIQ	<i>Prémio Igualdade é Qualidade</i> / Equality is Quality Award
pp	Percentage points
PRT	<i>Portaria de Regulamentação de Trabalho</i> /Labour Regulation Act
P/T	Part-time
QP	<i>Quadros de Pessoal</i> / Employment Records
RCM	<i>Resolução do Conselho de Ministros</i> / Council of Ministers' Resolution
RMMG	<i>Retribuição mínima mensal garantida</i> / Guaranteed minimum monthly pay
SEE	<i>Setor Empresarial do Estado</i> / State Corporate Sector
TCO	<i>Trabalhador por conta de outrem</i> /a person contracted to work for another in return for pay
UGT	<i>União Geral de Trabalhadores</i> /General Workers' Union

► Preface

The Equal Remuneration Convention, 1951 (No. 100), and the Discrimination (Employment and Occupation) Convention, 1958 (No. 111), are two of the ILO's eight fundamental Conventions. They also are among the ILO's principal standards for equal treatment and opportunity in employment for women and men. The 2030 Agenda for Sustainable Development dedicates one indicator, namely Sustainable Development Goal (SDG) 8.5, to achieving equal pay for work of equal value by 2030, among others. This principle is enshrined in the ILO Constitution and further elaborated in Convention No. 100 and is an essential dimension of gender equality in employment.

The principle of "equal pay for work of equal value" is intended to ensure that men and women receive equal pay for the same or similar work, but also when they perform work which is different in content but of equal value. The latter is usually determined based on objective criteria (such as skills, qualifications, responsibilities, effort and working conditions). While Convention No. 100 does not allow for any compromise on the objective to be attained, it admits considerable flexibility on how to implement the principle of equal pay for work of equal value in practice. National legislation, minimum wages, wage awards, gender-neutral job evaluation methods and collective bargaining are all ways in which member States can give effect to the principle of equal pay for work of equal value.

About 90 per cent of ILO member States have ratified Convention No. 100. Despite some progress in all regions, challenges remain when it comes to its implementation. One challenge is the limited understanding of what "work of equal value" means and how to determine it. The concept of "equal value" involves addressing the conscious and unconscious biases that can arise in determining the value of female-dominated versus male-dominated jobs. Another difficulty is that pay is the result of multiple factors that are economic, social, institutional and organizational.

It is for this reason that the Equal Pay International Coalition (EPIC) was created in September 2017 under the aegis of the United Nations General Assembly. It brings together governments, the International Organisation of Employers (IOE) and the International Trade Union Confederation (ITUC), academia, and business to find practical solutions to accelerate the achievement of SDG 8.5. Through technical workshops and webinars, they discuss common challenges and practical ways to overcome them, and exchange information, experiences, tools and other materials. Pay equity is a moving target that requires proactive and innovative policies backed by empirical evidence. The ILO, OECD and UN Women are part of the EPIC Secretariat.

Since its inception, EPIC has addressed a range of issues, including the measurement of the gender pay gap and the most appropriate indicators and data, which type of legislation may be more effective in addressing gender discrimination in wage determination or wage structures, or the role of collective bargaining in advancing equal pay for work of equal value.

The ILO has therefore commissioned a number of national studies to explore these issues more in-depth. The purpose of this study on Gender Pay Gap in Portugal is to understand which type of actions could help accelerate the closing of the gender pay gap in the country. The study reviews trends in women's and men's earnings (hourly and monthly) over the past 20 years by sector, occupation, size of enterprises, education, family status and number of children. The study is based on the ILO's factor-weighted methodology (ILO Global Wage Report 2018/19) to determine the relative size and composition of the explained and unexplained portions of gender wage gaps and analyse the underpinning causes.

A chapter is dedicated to the review of the national laws, policies and institutions that have been put in place to advance gender equality, in particular equal pay for work of equal value. It examines how the overall economic and political context over the last 20 years has influenced both the content and implementation of these legal and policy measures and identifies which factors might have helped advance or delay progress. It also explores the specific role of collective bargaining.

This study was prepared by the Conditions of Work and Equality Department (WORKQUALITY), International Labour Office (ILO), Geneva, in collaboration with the ILO Office for Portugal (ILO-Lisbon), based on initial inputs prepared by a multidisciplinary team of researchers from the Lisbon School of Economics and Management (ISEG).¹ The preparation of this study involved consultations with the country's tripartite constituents at two points in time. Initially, inputs were sought through a questionnaire sent to the social partners with representation in the Standing Committee for Social Dialogue of the Economic and Social Council and in the Commission for Equality in Labour and Employment (CITE). Eventually, a national tripartite workshop was convened by ILO-Lisbon and CITE on 11 February 2021 to share and obtain feedback on the preliminary results and recommendations of this study, bearing in mind the impact of the COVID-19 pandemic on women's employment and wages. The participants' insights are reflected in this final version of the report.

The consequences of the COVID-19 crisis on the economy and employment are likely to put massive downward pressure on workers' wages. In this context, the challenge will be to find the right balance to ensure that wage developments take into account relevant social and economic factors to preserve jobs and ensure the viability of enterprises, while protecting the incomes of workers and their families, supporting demand and avoiding deflationary situations. It is important that, as the economic recovery continues, it does not result in the erosion of the very modest gains made in respect of the gender pay gap over the past two decades

A mix of sound economic and social policies and constructive social dialogue between the government, workers' and employers' organizations helped Portugal to recover from the 2008 financial and economic crisis. Likewise, during the current pandemic, as shown by a recent ILO assessment, Portugal's commitment to tripartite social dialogue and broad-based consensus has helped steer the national response to the crisis, fine-tune policy measures to economic and social needs and develop innovative solutions. We trust that the strong social dialogue tradition – both tripartite and bipartite – will also be key to curbing the gender pay gap.

► **Manuela Tomei and Mafalda Troncho**

► Acknowledgements

This study would have not been possible without invaluable contributions and support by several ILO staff and external contributors. This study was prepared by the Conditions of Work and Equality Department (WORKQUALITY), International Labour Office (ILO), Geneva, in collaboration with the ILO Office for Portugal (ILO-Lisbon), based on initial inputs prepared by a multidisciplinary team of researchers from the Lisbon School of Economics and Management (ISEG). We would like to offer our thanks to Rosalia Vazquez-Alvarez, Albertina Jordão and Mariana Pereira for the overall coordination, their research work, writing assistance and translation revision.

We are also grateful to the national researchers for their initial inputs, namely Professora Doutora Sara Falcão Casaca, Universidade de Lisboa (ISEG); Doutora Heloísa Perista, Centro de Estudos para a Intervenção Social (CESIS); Professora Doutora Amélia Bastos, Universidade de Lisboa (ISEG); and Mestre João Cruz, Universidade de Lisboa (ISEG).

Special thanks go to the representatives of the Portuguese social partners CAP, CCP, CGTP, CIP, CTP and UGT for agreeing to reply to a questionnaire and the information provided, as well as to the Strategy and Planning Office (GEP) of the Ministry of Labour, Solidarity and Social Security for the data made available to us.

Finally, a word of appreciation for the constructive and thoughtful feedback on this study by the Portuguese constituents¹ during a tripartite discussion organized by ILO-Lisbon and CITE in February 2021. Our gratitude goes to Ms Carla Tavares, President of CITE, for making this meeting possible.

¹ Representatives from the Cabinet of the State Secretary for Citizenship and Equality, Commission for Equality in Labour and Employment (CITE), Commission for Citizenship and Gender Equality (CIG), Confederation of Portuguese Farmers (CAP), Portuguese Commerce and Services Confederation (CCP), Confederation of Portuguese Workers (CGTP), Confederation of Portuguese Business (CIP), Portuguese Tourism Confederation (CTP) and General Union of Workers (UGT).



► Introduction

This report seeks to respond to the proposal from the International Labour Organization (ILO) for research into gender pay gap trends in Portugal over the past two decades. The ILO's methodology, as described in its Global Wage Report 2018/19, as well as that developed by Fortin et al (2011), have been used, together with the most relevant statistical sources. This analysis comprises Part 1 of the Report.

In accordance with the terms of reference, the main political and legal frameworks that enshrine and seek to operationalize the equal pay principle, as well as the political tools for promoting gender equality are identified in Part 2. Public policy and legal standards on equal access to employment have not, in the main, been included in the study since, although connected, they do not deal exclusively with equal pay between men and women. Only those that are most relevant to this issue have been referred to. Furthermore, the role of official institutions has been systematized, and the country's economic and political evolution described.

The team also sought the views of the social partners by inviting all those with representation on the Standing Committee for Social Dialogue (CPCS)² to participate, in accordance with the tripartite structure of the Commission for Equality in Labour and Employment (CITE). Whenever possible, consultations took the form of face-to-face meetings with employers' and trade union representatives.³ When they were unable to attend in person, their opinions were gathered in writing by using a questionnaire script (see Appendix 3). These consultations made a significant contribution to formulating the recommendations, systematised in the final part of this report, for eliminating the gender pay gap.

² See Section 2.3 for further information about the CPCS.

³ Representatives of the CTP and CGTP- IN.



► Methodological note

This methodological note describes the databases used, methodological approach followed, and the methods and techniques applied in the analysis of gender pay differentials in Portugal.

The study's timeframe covers in the region of 20 years (2000-2018). The quantitative and qualitative analyses in the different chapters are subject to the available and comparable information. Thus, the period examined in Sections 1.1.1 (Educational qualification levels of the workforce) and 1.1.2 (Employment) include figures covering 2000 to 2018, sourced from the INE Employment Survey and Eurostat Labour Force Survey.

The following analysis focuses on the main database used for this study – *Quadros de Pessoal*⁴ – QP – (Employment Records), held by the Strategy and Planning Office of the Ministry of Labour, Solidarity and Social Security (GEP-MTSSS).

The empirical analysis looks at two types of employment – full-time and part-time. Although the incidence of part-time employment is lower in Portugal than in other European countries, it has been included here to align with the terms of reference and methodology of the *Global Wage Report 2018/19*, and to provide an understanding of the extent of pay inequality in this type of employment.

Information here on full-time employment refers to between 2002 and 2017, while the period covered for part-time employment is between 2010 and 2017. This is because of the availability of relevant data (Sections 1.1.3 – Skills levels; 1.1.4 – Length of service; 1.1.5 – Size of the establishment,⁵ and 1.1.6 – Pay).

Where Sections 1.2 and 1.3 are concerned, three distinct periods are examined: 2006 (before the most recent crisis), 2012 (a time of severe employment crisis and harsh austerity policies), and 2017 (a period of economic recovery and improving labour market indicators). In the analysis of the national context (Chapter 2), section 2.1.1 describes the regulatory and political framework over the past 20 years. However, important milestones in pay parity achieved prior to that period have been referred to whenever appropriate. Section 2.1.2 describes equal pay promotion policies. The economic and political context of the past 20 years is given in 2.1.2. The role of tripartite dialogue and collective bargaining in tackling gender pay differentials during that same timespan is examined in 2.3.

The most recent information from the respective sources has always been included.

Quadros de Pessoal – QP – (Employment Records) have been the main data source for this study. The statistical data is gathered annually by means of an administrative operation carried out by the GEP-MTSSS, involving a statistical survey carried out among all employers on mainland Portugal. For the regional and local administrative bodies and public institutes, the data collected through the QP only refer to persons employed on individual employment contracts, which accounts for a small proportion of total public administration employees. The QP database includes details of monthly and hourly gross pay and earnings (including bonuses, overtime pay, and other regular payments), and also provides details of the employer entities themselves and sociodemographic information about their staff. Statistics compiled by the European Union Labour Force Survey (EU-LFS) and the INE (Portuguese National Statistical Office), collected through its Employment Survey, have also been referenced in this study.

4 *Quadros de Pessoal* – QP – (Employment Records) are an administrative source (Annex A of the Single Report), which all enterprises with employees are required to submit, with the exception of central and local public administration, apart from where workers on individual employment contracts are concerned. The QP do not include self-employed workers with no employees, nor independent workers. The information is submitted annually by enterprises and refers to the month of October.

5 “Establishment” is the term used in the *Quadros de Pessoal* (Employment Records) and refers mainly to enterprises.

The methodological reference used is the *Global Wage Report 2018/19: What lies behind gender pay gaps* (ILO, 2019). Three techniques for analysing pay differentials between men and women are used:⁶ (i) the raw indicator (pay differential/non-weighted gender pay gap), (ii) the specific technique developed by the ILO, called *factor-weighted gender pay gap*, and (iii) the wage gap decomposition technique also used in the Report.⁷ These analytical options are outlined below:

1. The raw indicator (*Gender pay gap – non-weighted GPG*) – rate calculated using the ratio between the pay differential between men and women in relation to men's pay. It may be calculated using the pay average or median at a given moment in time. The average was used in this study.
2. Factor-weighted gender pay gap (the earnings divide between men and women weighted by factors) – technique of finding the rate of gender pay differentials using the weighted average of pay differentials in homogeneous groups of individuals, according to their educational attainment, age and sector (private versus private non-profit).
3. Decomposition of the gender pay gap – this method decomposes the gender pay gap into: a component that can be “explained” by individual observable characteristics (age and personal characteristics associated with human capital, such as educational attainment or years of experience),⁸ characteristics of the job (working time, contractual relationships and occupational categories), by the establishment's characteristics (industrial sector, private or non-profit private sector, geographical location, type of collective bargaining regulation instrument), and a component that is unexplained by such characteristics and which can, therefore, suggest gender-based pay discrimination and/or undervaluation of women's work in highly feminized occupations and sectors. The decomposition technique used involves three steps. The first step is to select a set of attributes relevant to the process of determining pay.⁹ The second step consists in ascertaining the distribution of pay that women would have earned had they received the same for their labour market attributes as men (counterfactual distribution). The third step involves quantifying, for each pay distribution quartile, the explained and unexplained components of the gender pay gap.

Lastly, a summary of the methodological options used for the statistical data obtained from the *Quadros de Pessoal* (Employment Records). TCO (*Trabalhador por conta de outrem*, a person contracted to work for another in return for pay) on full basic pay have only been considered when their working hours are known. This means that some TCO and some fishing industry workers have not been included; only TCO have been considered; observations regarding TCO in establishments in the Azores and abroad have been removed; observations regarding TCO have been omitted when the following variables are unknown: educational attainment, age, length of service, type of contract, “residual” occupations, and occupational skills level.

The empirical analysis is divided into two working time arrangements, i.e., full-time or part-time. In the case of part-time work, statistical data are only available after 2009. This option was chosen because the two types of working arrangement in question reflect very different contexts in terms of the labour market's diverse components, in relation to both employers and the workers employed.

For the empirical analysis given in Point 1.1., and particularly with regard to pay, the following elements were considered: average basic wages and average earnings, per month and per hour. For Points 1.2. and 1.3, only average monthly and hourly earnings were used, as it was thought that these more accurately

6 A detailed description may be found in the *Global Wage Report 2018/19: What lies behind gender pay gaps* (ILO, 2019): https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_650553.pdf (ILO, 2019)

7 The decomposition method pioneered by Fortin, Lemieux and Firpo (2011).

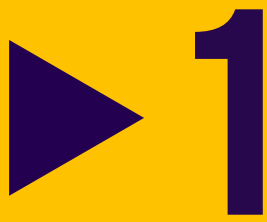
8 Given the database used, only analysis using length of service is possible.

9 All the attributes mentioned in the *Global Wage Report 2018/19: What lies behind Gender pay gaps* are considered in this study, with the exception of: geographical location of the workplace (urban versus rural area) and a series of individual attributes referred to therein (ILO, 2018a, p. 56).

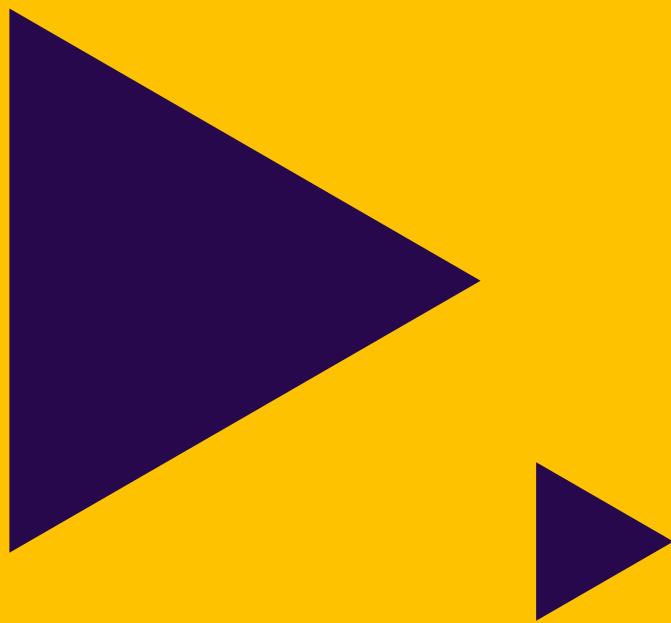
represent amounts actually earned. In fact, while basic pay refers to the gross amount (before any deductions) of money and/or other payments in kind made on a regular basis, and which correspond to normal working hours, earnings refer to the gross amount in money and/or other payments in kind paid regularly in relation to the period of reference for time worked or work performed in the normal and extraordinary period. It also included the payment of paid, but unworked hours (holidays, public holidays, and other paid absences).¹⁰

For simplicity's sake, in this document we use the term “factor-weighted GPG” whenever there is reference to the “pay gap between men and women weighted by factors”, and just “GPG” to describe the raw gender pay gap.

¹⁰ Source: <http://gep.msess.gov.pt/estatistica/empresas/qp2017pub.pdf>



The GPG in Portugal. Empirical evidence





► 1.1. The situation of women and men in the labour market

Generally speaking, when analysing the situation of women and men in the labour market, certain indicators are applied that reveal evolution and trends in men's and women's participation in employment. For the purposes of this report, the following indicators, considered the most relevant for this type of analysis, are used: educational attainment, gender distribution in higher education by subject area, employment/unemployment rate, gender distribution in part-time employment and involuntary part-time employment, wages, skills level,¹ years of experience (length of service) and size of enterprise.

The empirical analysis of the gender pay gap based on the statistics compiled in the *Quadros de Pessoal* (Employment Records)² is carried out according to full-time and part-time working (see tables in Appendices A and B). Sections 1.1.1 (Educational qualification levels of the workforce) and 1.1.2 (Employment), where the statistical sources are the INE Employment Survey and the EU-LFS, provide a characterization of the working population in general. The analysis given for full-time work refers to the period from 2002 to 2017, while figures for part-time work refer to 2010 to 2017.

1.1.1 Educational qualification levels of the workforce

Understanding the situation of women and men in the labour market calls for a prior brief systematization of the trends in the working population's educational attainment. Women's rising educational levels is one of the most outstanding features of the changes in Portuguese society in recent decades (Ferreira, 2010; Casaca, 2005). Until the mid-1980s, men predominated at almost all levels of formal education (e.g., Perista e Chagas Lopes, 1991), "in 1989-90, the relative

proportion of women at higher educational levels began to increase, even overtaking that of men, from secondary school onwards" (Chagas e Perista, 1992).

Table 1 below clearly shows that educational levels among the labour force (employed and unemployed) continue to rise, particularly among women. In the 18-year time span under analysis (2000-2018), the drop in the share of women without any educational attainment is noteworthy, falling from 11.2 per cent in 2000 to 1.4 per cent in 2018. At the same time, numbers of women with a higher education diploma increased considerably (from 11.8% to 33%, respectively). However, in spite of the progress achieved in terms of labour force educational qualification, the numbers of men and women with only elementary schooling is still high in 2018. As Table 1 shows, women in this group made up 37.7 per cent of the labour force, while for men the figure was 51.2 per cent. A positive sign is the high share of working women with higher education qualifications: 33 per cent of women, in contrast to 19.9 per cent of their male counterparts.

As figure 1 below shows, in relation to the increase of women with higher level qualifications in the labour market, there seems to be a generational dichotomy: most women over the age of 45 years have only elementary education, and this proportion increases for older aged groups. On the other hand, among women aged between 25 and 44 years, the most common (more than 40 per cent) qualification level rises to higher education. By comparing the distributions by age and educational achievement, we find that while in the older generation (65 years +) there was a greater share of men with higher education, albeit with a slight difference in relation to women, in the under 65 years population women graduates

1 Since the primary source for this study are the GEP-MTSSS QP – *Quadros de Pessoal* (Employment Records), we have used the same nomenclature as used by this administrative source. Skills level refers to the nine occupational groups that encompass from trainees and apprentices to senior management.

2 Given the amount of data and detail contained in the QP, they are a potential source of information for analyses, including of data on maternity and paternity leave.

► **Table 1: Evolution of the educational qualification levels in the workforce, by sex (%)**

Years	Women				Men			
	None	Elementary	Secondary and tertiary	Higher	None	Elementary	Secondary and tertiary	Higher
2000	11.2	64.0	13.0	11.8	7.3	74.5	11.0	7.2
2001	10.7	63.4	13.3	12.6	7.1	74.2	11.5	7.2
2002	9.7	63.6	13.4	13.3	6.6	74.7	11.8	6.9
2003	8.9	62.1	14.3	14.8	6.3	73.4	12.1	8.2
2004	7.5	61.2	14.6	16.7	5.2	72.6	12.7	9.6
2005	7.2	60.5	15.5	16.8	4.6	72.0	13.5	9.9
2006	6.3	60.2	16.3	17.2	4.6	71.0	14.0	10.5
2007	6.2	59.9	16.0	17.9	4.3	71.0	14.0	10.6
2008	5.8	59.4	15.9	18.9	4.0	70.4	14.5	11.1
2009	4.9	58.3	17.6	19.3	3.7	68.7	15.9	11.7
2010	4.4	56.1	19.0	20.5	3.7	67.3	17.1	11.9
2011	⬇ 4.0	⬇ 52.1	⬇ 21.4	⬇ 22.4	⬇ 3.7	⬇ 63.8	⬇ 18.5	⬇ 14.1
2012	3.7	48.9	23.3	24.1	3.1	62.1	19.7	15.1
2013	3.0	46.4	24.6	25.9	2.9	60.1	21.7	15.3
2014	2.4	43.4	25.4	28.8	2.3	57.0	23.5	17.2
2015	1.9	42.4	25.8	29.9	2.0	54.7	24.9	18.4
2016	1.7	40.9	26.3	31.2	1.8	52.9	25.7	19.5
2017	1.7	39.5	27.3	31.6	1.7	52.8	26.4	19.2
2018	1.4	37.7	27.9	33.0	1.5	51.2	27.4	19.9

Source: INE, *Inquérito ao Emprego* (Employment Survey), accessed: 12-02-2020

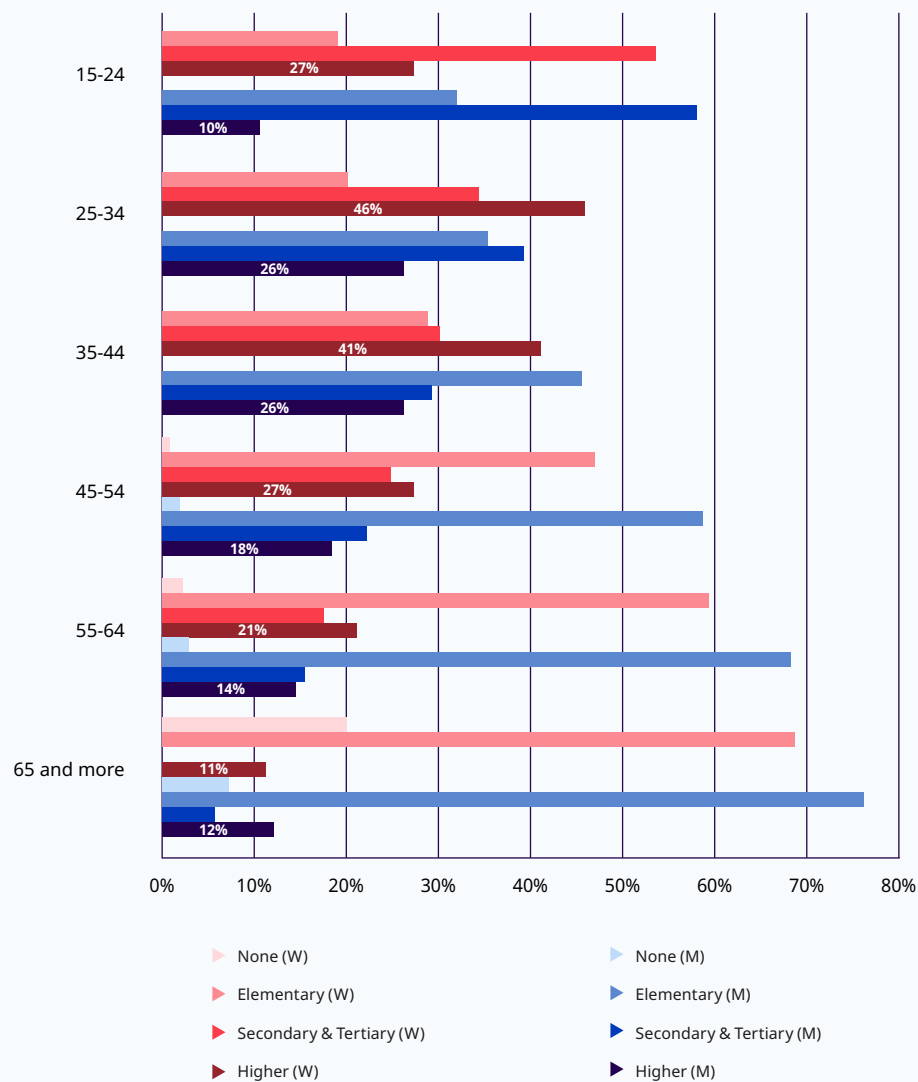
represent a higher share, and in the younger age groups (15-24 years) the proportion of women graduates in the labour force (27 per cent) is more than double than that of men (10 per cent). In the 25-44 age group, this difference exceeds 20 pp in favour of women.

E-Appendix A 1.1.1 shows the data available for the same statistical series (2011-2018).

As gender distribution by economic sector will be examined later in this report, and since occupational segregation, which is high in some sectors, is to an extent related to educational and learning background and, therefore, to choices prior to entering the labour market, it is important to analyse the distribution of men and women by higher

education subject area, and how this distribution has changed over time.

It is important, therefore, to examine the areas of study, if there is a predominance of boys or girls in different areas, and how this distribution has evolved over time. On analysing the distribution at two distinct times – 2000 and 2018 – the initial finding is that girls' preferences have changed: while social sciences, trade and law are still the most popular, the area of health and social care has expanded by around 10 pp (figure 2). What is also evident is the big drop in the field of education, which was the first choice for girls finishing their course in 2000, and only their sixth choice in 2018.

► **Figure 1: Educational attainment of the workforce by age group in 2018**

Source: INE, Inquérito ao Emprego (Employment Survey), accessed: 12-02-2020

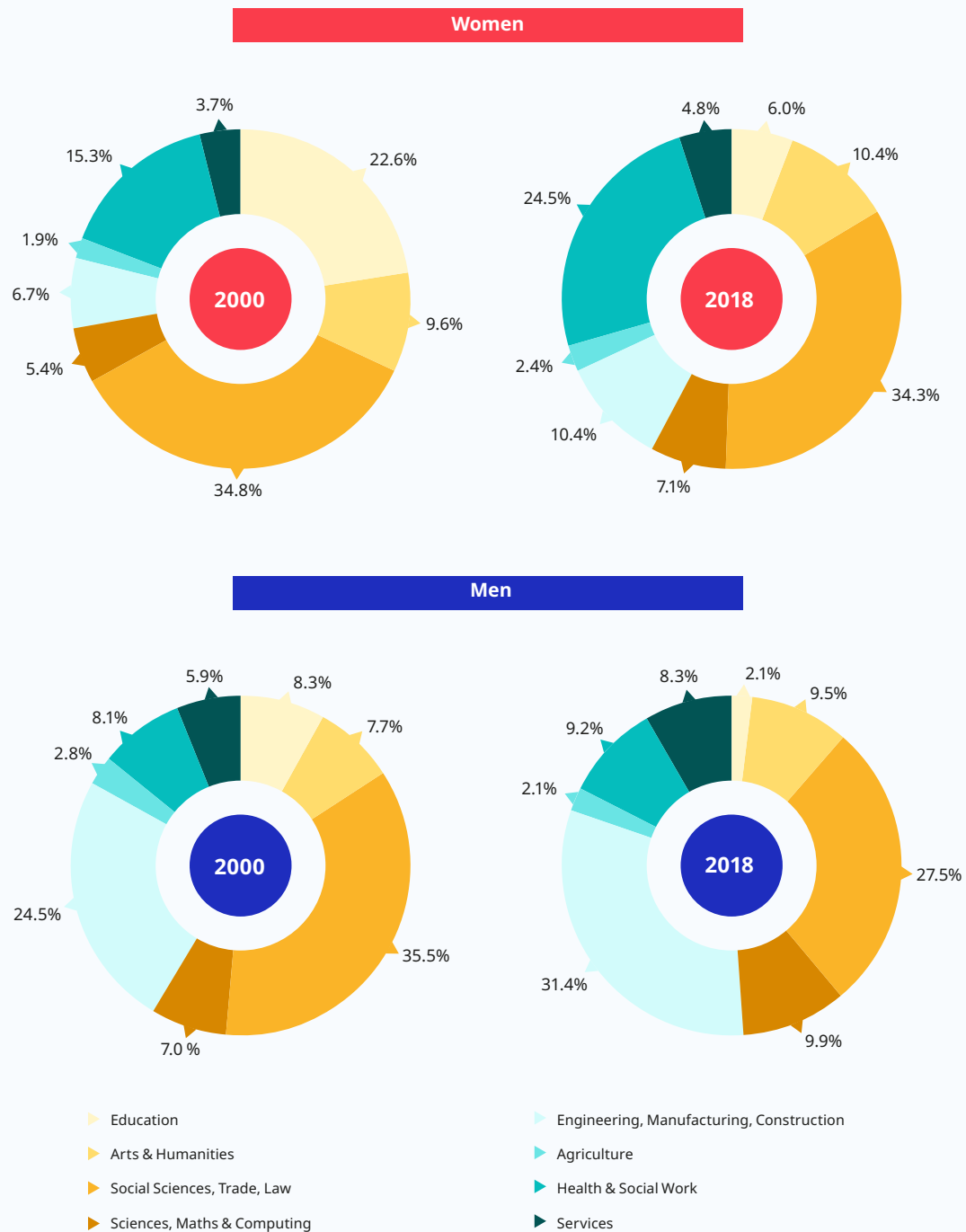
Note: In the above key, M stands for Men, W stands for Women. The absence of data in some series is sometimes due to the fact that the figure is less than half of the module unit used, or to high standard deviation quality/coefficient of variation.

In STEM³ subjects, regarded as “jobs of the future” areas, in which efforts have been made to counter gender stereotyping in education, there is a tendency, albeit slow, towards a rise in the percentage of girls opting for higher education courses in

these sciences, mathematics and computing fields. It was 5.5 per cent in 2000 compared to 7.1 per cent in 2018. In the same period, however, boys’ preference for these courses increased even further, thus reducing the overall feminization

³ Science, Technology, Engineering and Mathematics (STEM)

► Figure 2: Higher education graduates by education/training fields and by gender



Source: PORDATA, using databases from the DGEEC/Med - MCTES - DIMAS/RAIDES

rate in these areas, the market demand for which has been markedly dynamic from a job creation perspective (Coelho e Ferreira, 2018).

There was relatively similar (slow) growth in the fields of engineering, manufacturing and construction: from 6.7 per cent in 2000 to 10.4 per cent in 2018. However, the increase of boys' opting for these fields was three times higher – 31 per cent in 2018. The increase in girls' demand for these areas appears indicative not only of higher appreciation of these fields of study, but also the ability of schools that deliver the respective courses to attract young people and, very probably, the better employment prospects associated with them. When it comes to the services sector, an area linked to sectors where there has been strong employment growth in recent decades, preference among boys for higher education courses is greater than among girls. In this respect, there is also the fact that the Government has conducted initiatives in conjunction with universities, secondary schools and tech companies to attract girls to STEM areas, in order to help tackle gender-stereotyping in education.

Lastly, in 2018, two areas stand out for their high degree of gender segregation, which intensified over the period in analysis – the health and social care sector, which attracted almost a quarter of graduate girls that year, but only 9 per cent of boys, and the engineering, manufacturing and construction fields, which, as already mentioned, engaged a large portion of male graduates (31 per cent in 2018) but far fewer women who completed higher education (10.4 per cent in 2018).

1.1.2 Employment

The extensive participation of women in the labour market is one of Portugal's distinctive features in the context of Europe. Not only does this have repercussions on the employment rate, but also on the number of hours worked (the proportion of employment that corresponds to full-time work). Furthermore, the number of working women with young children is a characteristic that brings the country closer into line with Nordic countries than to the southern European countries to which Portugal is often compared (Casaca and Damião, 2011).

A number of historical, social, political and cultural circumstances combine to explain this

reality. During the dictatorship, the high female employment rate was a result of the shortage of male workers, who were being recruited to fight in the colonial war, and of high emigration flow levels. Furthermore, the prevalence of relatively low incomes in Portugal and, therefore, the need to supplement family incomes, together with the expansion of the public administration sector and higher educational achievement among women, all contributed, both at that time and after the transition to democracy, to a paradigm shift away from the male breadwinner model and towards dual income households (Addabbo et al, 2015). It is noteworthy that, by 2000, Portugal had already reached the women's employment target defined in the Europe 2020 strategy.

More recently, when the economic crisis was at its peak, it was men who bore the brunt of the employment crisis and, in the post-crisis, employment rates for men and women converged and became relatively close. As stated in the *Decent Work in Portugal 2008-18: From Crisis to Recovery* (ILO, 2018), “Most of the increase in the employment rate has come from women. (...) the increase in the employment of working-age women has been responsible for 90 per cent of the total increase in employment during the period between 2012 and 2016. This has practically closed the gender gap in employment, although not in wages ...”.

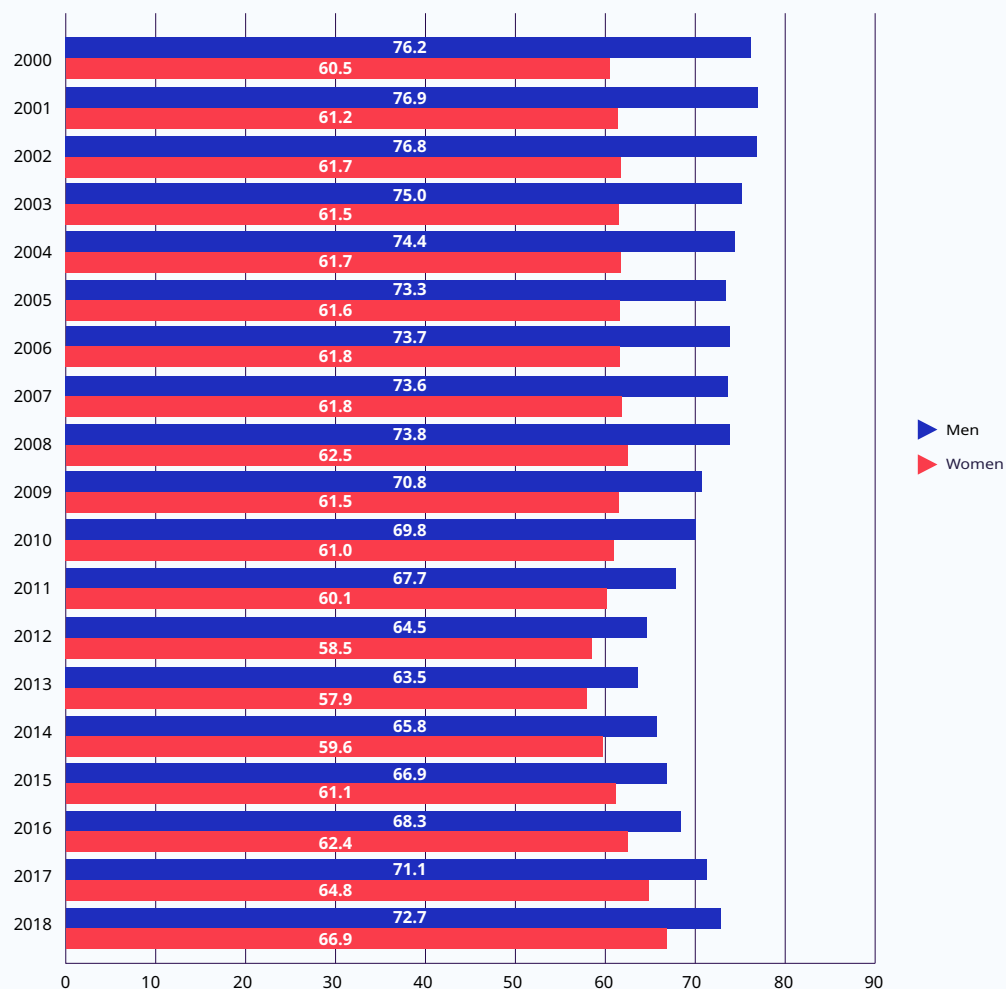
In fact, the gap between men's and women's participation rates reduced considerably over the course of the period in analysis, when the asymmetry dropped from 15.7 pp in 2000 to 5.8 pp in 2018. The rates were at their closest in 2012 and 2013, i.e., at the very height of the country's employment crisis. This evolution was due, therefore, not to an improvement in women's employment situation, but rather to a sharp escalation in male unemployment and a preponderance of men among the long-term unemployed. In this respect, the effect of (horizontal) gender segregation should be considered in terms of the respective economic activity sectors. So, initially, after 2008, the typically male-dominated sectors were the most affected by the crisis and the resulting loss of jobs. Such were the cases of the construction sector, some industries, and the segment that includes “vehicle and motorcycle trade, maintenance and repair” (Casaca, 2012; Ferreira and Monteiro, 2014).

Figure 3 presents another relevant finding: while male employment had still not reached pre-crisis levels by 2018 (72.7 per cent in 2018 in contrast to 73.8 per cent in 2008), female employment had already overtaken the 2008 rate by 2017. As of 2018, their employment rate was 4.4 pp higher than that of 2008. This suggests a structural change, with a reinforced participation of women in the labour market in the wake of the crisis. This could be explained by the severe unemployment levels at the height of the recession, which forced many women to enter the labour market in order to supplement household income or, in cases of

total loss of earnings, to secure the very survival of the family.

While all studies on the subject have shown that a high prevalence of women in the workforce is a characteristically Portuguese phenomenon (Chagas Lopes and Perista, 1992; Cardoso, 1997; Ferreira, 2010), they have also frequently noted that *“the rise in women’s participation in the labour market has coincided with employment relationships becoming increasingly flexible”*. As we shall see later, the increased share of women in employment in recent years has

► **Figure 3: Evolution of employment rates for women and men in Portugal**



Source: EU-LFS. Accessed: 07/05/2019

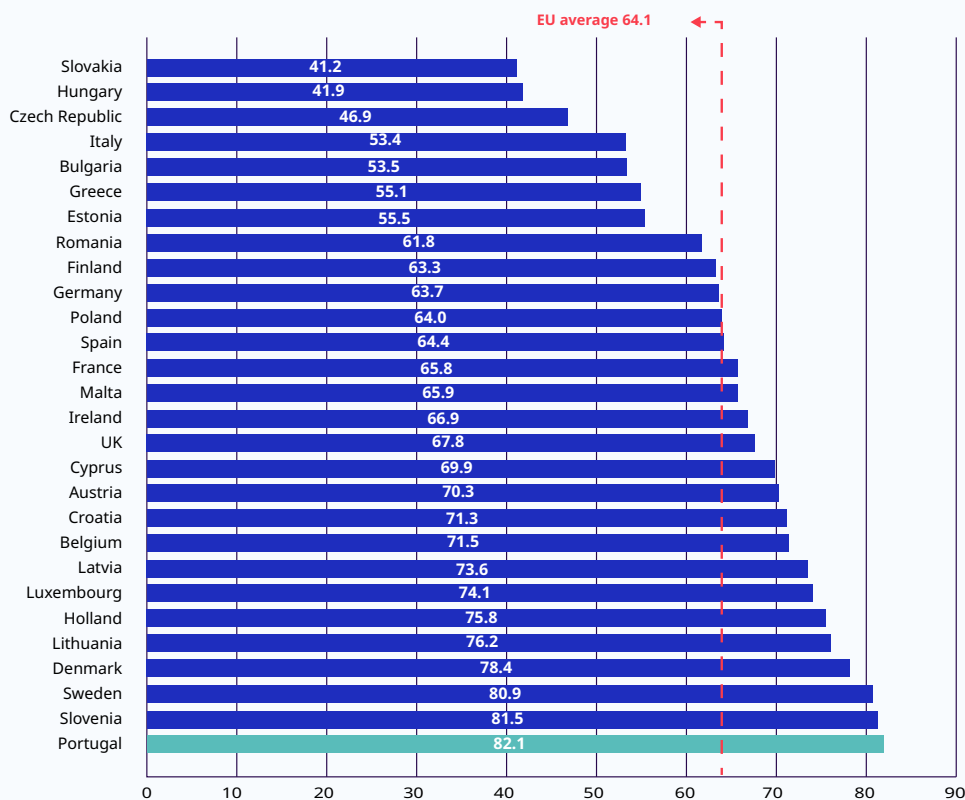
reduced some asymmetries in men's and women's employment profiles (see figures 4 and 7), even though differences in other dimensions still persist (see figure 6).

In contrast to many other countries, in Portugal the presence of children does not appear to have a significant impact on women's participation in the labour market. The employment rate for working mothers in the country has been one of the highest in the EU (see e-Appendix A 1.1.2.1), and in 2018 it was, in fact, the highest (at 82.1 per cent), as figure 4 shows.

In Portugal, therefore, maternity and paternity appear not to affect male and female participation in the workforce, although a difference may be seen when the employment rate for women

aged between 20 and 49 years with children up to the age of six (82.1 per cent) is compared with that of men (94 per cent). It may be said that the pattern for Portuguese women with small children differs from that in most other countries, for example, in relation to southern European countries, with which Portugal is often compared, while Portuguese men show similar levels to those in other countries, and their employment rate is even above the EU28 rate, which is 91 per cent (see e-Appendix A 1.1.2.1). In this context, the reduction of the gender employment gap, considering the population universe with children under the age of six, which fell from 17.8 pp in 2005 (the first year for which statistics are available) to 11.9 pp in 2018, should be noted (see e-Appendix A1.2.1).

► **Figure 4: Employment rates for women (20-49 years) with children (under the age of 6) in the EU28, in 2018**



Source: EU-LFS

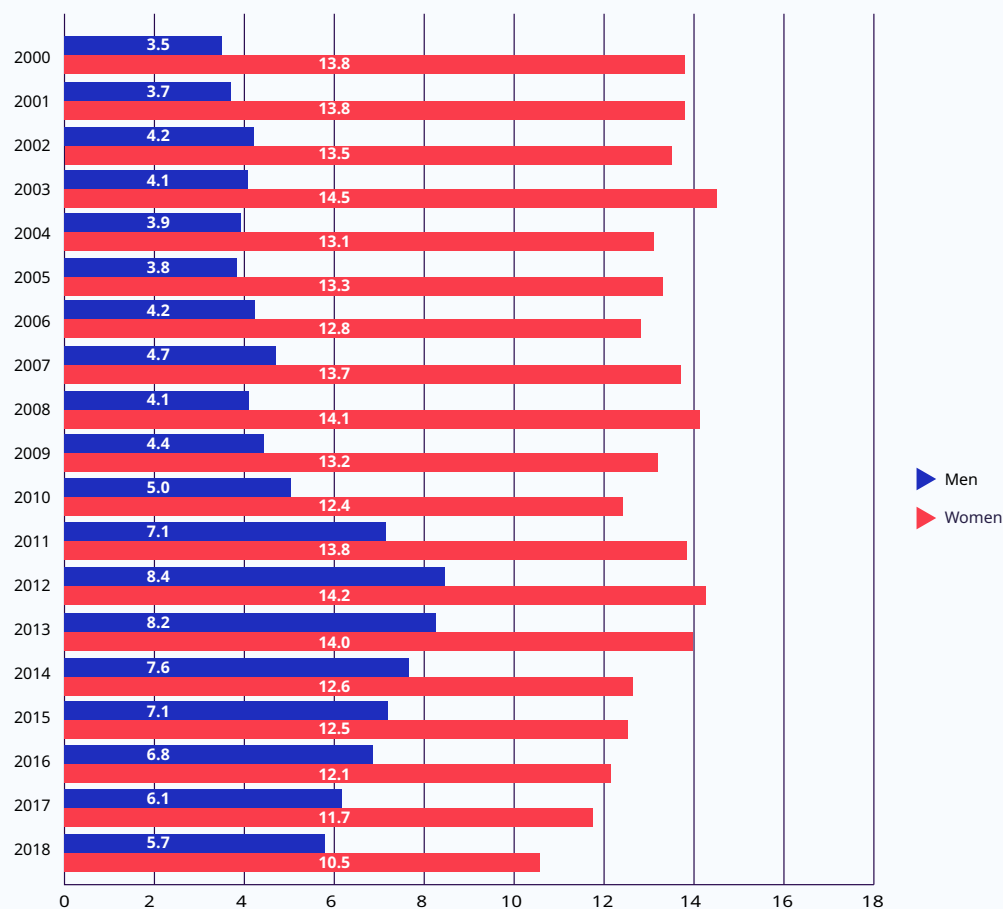
The pattern of Portugal's intensive labour force participation rate is also worth noting: 89.5 per cent of working women are employed full-time (2018). Over the past 18 years, female part-time employment rates have never been so low. Part-time employment rates for men are substantially lower than those for women (figure 5), although they increased significantly at the height of the crisis (2009-2012), when the gap narrowed in relation to part-time rates for women.

In fact, while the tendency for women's participation in part-time employment has been to decline (albeit with some fluctuation) over the past two decades, the rates for men in part-time

employment have risen, and, in spite of some reduction during the post-crisis employment recovery period, the rates for men in 2018 were still 1 pp higher than those in pre-crisis 2007, and 2.2 pp higher than at the turn of the millennium.

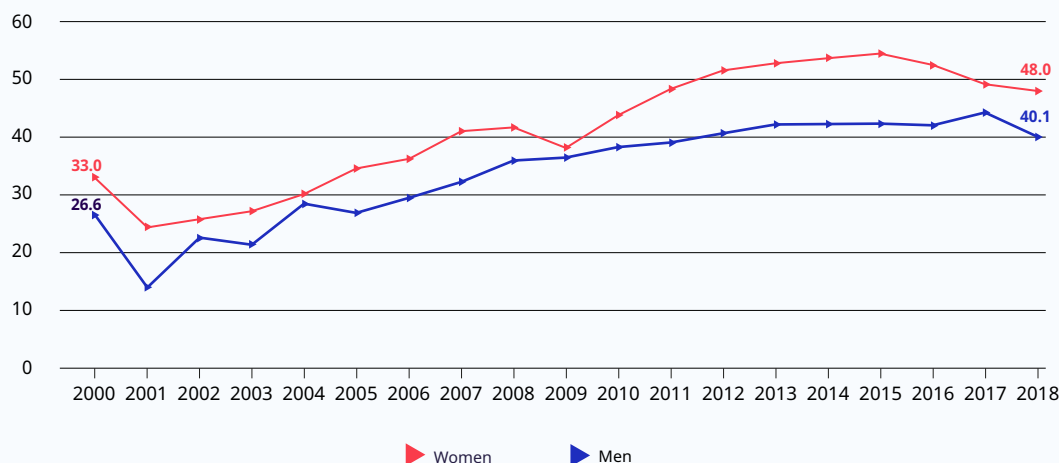
However, these fluctuations in part-time work reflect the increasingly few choices individuals have, since a growing number of these workers only work part-time because they have been unable to find a full-time job. Figure 6 shows that the incidence of involuntary part-time workers among both men and women has increased by around 15 pp in recent decades. In the case of women, this rise, linked to the impacts of the

► **Figure 5: Men and women TCO (15-64 years) employed part-time – Evolution (% of the workforce)**



Source: EU-LFS. Accessed: 07/05/2019

► **Figure 6: Involuntary part-time work as a % of total part-time work, by sex (TCO aged 15-64)**



Source: EU-LFS. Accessed: 14/02/2020

economic crisis on the labour market and on family incomes, increased significantly between 2009 and 2015. It should be said, however, that not only has part-time work for women been declining in female employment, but also about half of these working women are working less hours than they would like to work. For this reason, there is scope for the share of women in the workforce to increase even more significantly if the labour market continues to recover.

Employment quality is reflected by the stability of contractual relationships, which have repercussions on earnings, the coverage and adequacy of social care, and on the risk of unemployment, among other aspects. In this regard, it is important to analyse how the prevalence of non-permanent contracts in Portugal has evolved (figure 7). The latest data point to gender convergence in temporary contracts, although, up until 2011, the incidence of temporary employment among women was higher. The closeness in the figures for women and men reflects, as already mentioned, the steep rise in male unemployment during the financial, economic and employment crisis (Addabbo *et al*, 2015). Between 2012 and 2014, when the impact of austerity measures was at a height, there was what Ferreira and Monteiro

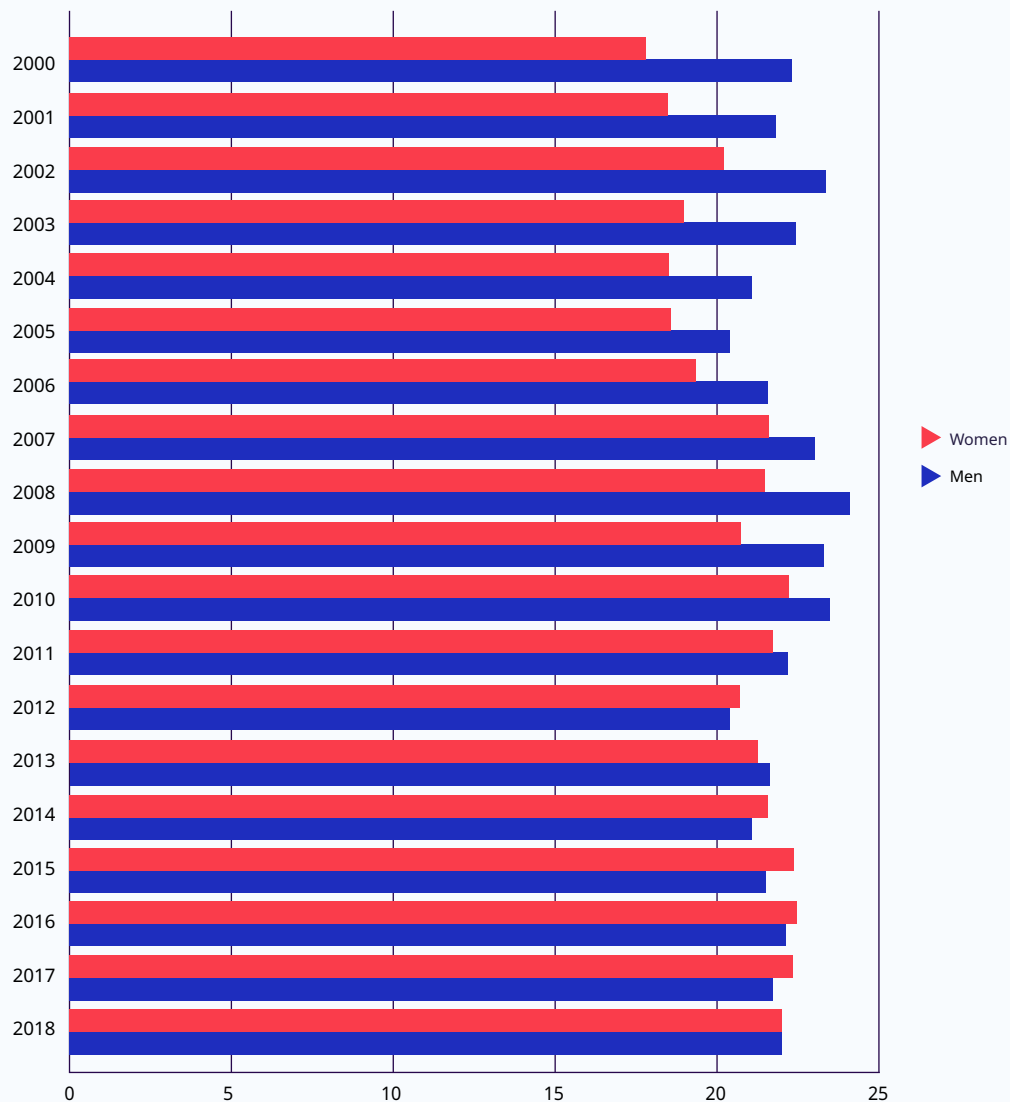
(2015) described as a “feminization of the workforce”, i.e., “men are becoming more like women in their employment profile, which means that men’s work is becoming as flexible and precarious as women’s work has been” (Ferreira and Monteiro, 2015: 60).

Figure 7 shows that during the initial phase of the crisis, those workers with the weakest labour market ties were the ones hardest hit by the labour market adjustment. Accordingly, between 2010 and 2012 the share of non-permanent employment decreased for both men and women. From 2013 onwards, the tendency was to increase slightly.

In 2018, the values for men and women were exactly the same and remained particularly high: the contractual relationship of roughly one in five workers, regardless of gender, was precarious.

The unemployment rates below show that, over time, the unemployment gender gap has narrowed. The tendency for higher rates of unemployment among women was interrupted in 2012, with the rates converging when impact of the economic crisis on the labour market was at its peak (figure 8). With the labour market’s recovery and the fall in unemployment, the gender gap did not

► **Figure 7: Evolution of temporary worker (15-64 years) recruitment in Portugal by sex (% of the total workforce)**



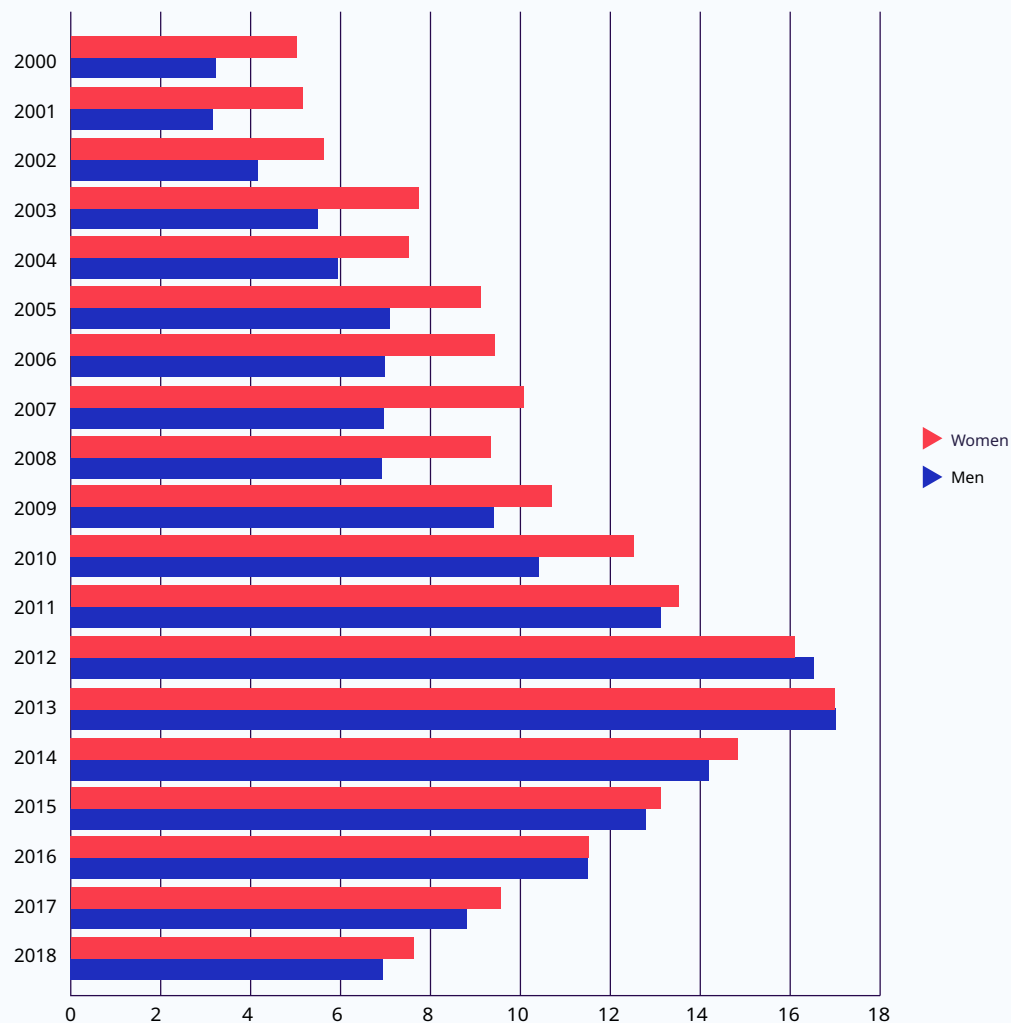
Source: EU-LFS. Date accessed: 07.05.2019

revert to pre-crisis levels, but remained narrow with a slight disadvantage for women (see also Section 2.2).

Figures for unemployment duration show that, here too, the gap has narrowed. In the pre-crisis period (2006) the gender gap in long-term

unemployment was of 1.1 pp, with women, on average, remaining unemployed for a longer time. However, more recent figures point to a differential of just 0.2 pp (a 3.2 per cent long-term unemployment rate for women versus 3.0 per cent for men).⁴

⁴ Figures from 2018, Eurostat: EU-LFS.

► **Figure 8: Evolution of unemployment rates (15-64 years) by sex**

Source: EU-LFS. Accessed: 08/05/2019

1.1.3 Occupational skills levels

The skills levels indicated here refer to the nomenclature applied in the *Quadros de Pessoal* – QP – (Employment Records) of the GEP-MTSSS, which uses an eight-level classification system: Senior management; Middle management; Operational management, supervisors, forepersons, team leaders; Highly-skilled professionals; Skilled professionals; Semi-skilled (specialized); Unskilled, and Interns, trainees, and apprentices.⁵

Analysis of skills levels by sex, the global results of which may be found in e-Appendix A 1.1.3 and

e-Appendix B 1.1.3, reveals the emergence of two characterizing features in the timescale in question (2002 to 2017): a difference between full-time and part-time workers, and an increase in the share of women in higher-skilled occupations in both full-time and part-time employment.

In relation to full-time workers (figure 9), women's participation increases in all the higher skills levels (Senior management; Middle management; Operational management, Supervisors, forepersons, team leaders, and Highly-skilled professionals). The increase is continuous and sustained and aligns with women's rising educational

⁵ In the view of the social partners, these terms are restrictive as they do not appear to reflect the current reality of the different occupations within enterprises, and they therefore need to be more explicit, especially so in some cases.

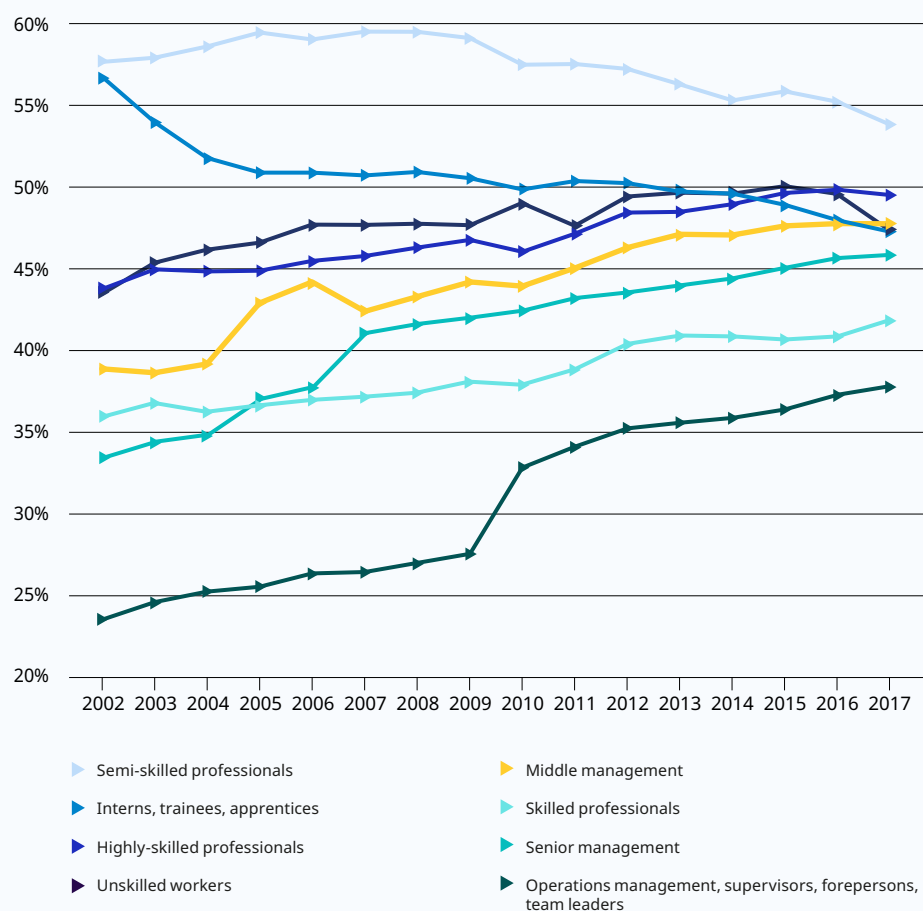
attainment during this period and their participation in employment. Particularly noticeable are the “Operational management, supervisors, forepersons and team leaders” category, where the share of women in the total workforce rose significantly, from 24 per cent in 2002 to 38 per cent in 2017, and also the “Senior management” category (from 33 per cent to 46 per cent).

By the end of the period under analysis (2017), the distribution of women in the total full-time workforce (46 per cent) is close for the categories “Highly-skilled professionals” (50 per cent), “Middle management” (48 per cent), “Unskilled workers” and “Interns, trainees and apprentices”

(both with 47 per cent) and “Senior management” (46 per cent). The skills levels furthest from these are the “Semi-skilled workers” category, where women are over-represented, and the “Operational management, supervisors, forepersons, team leaders”, categories in which women continue to be under-represented.

It is clear from figure 9 that, between 2002 and 2017, there was a tendency towards a sharp decline in gender distribution asymmetries by skills levels. While in 2002 the percentage of women by category varied between 24 and 58 per cent, by 2017, this had narrowed down to 38-54 per cent.

► **Figure 9: Evolution of the share of women in the total full-time TCO by skills level (as a % of the total workforce)**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

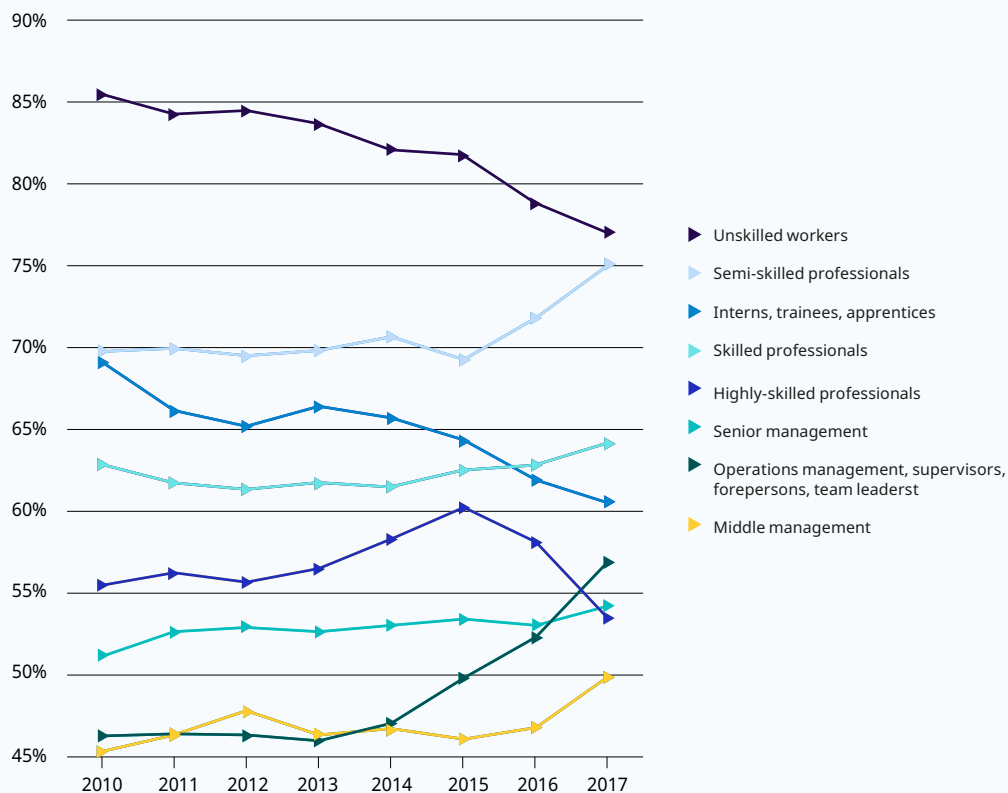
When it comes to part-time employment, the share of women is generally higher than that of men. There is a greater prevalence of women in the three highest skills levels (senior management; middle management; operational management, supervisors, forepersons, team leaders). In contrast to the case of full-time employment, there are fewer women in the “highly-skilled professionals” category. During the period under review, there was a shift in this employee population: the number of part-time women dropped as the number of men in part-time work increased (figure 10). There could have been a transition of workers from some of the higher skills levels to full-time employment, in which the number of women increased. On the lower skills levels, the tendency has been towards an increased presence of women in the “semi-skilled workers” category and fewer numbers in the “unskilled

workers” category. The reduction in the share of women in the “interns, trainees and apprenticeships” category, which includes young people at the outset of their careers, could be due to the shift already mentioned, i.e., increased numbers of men in part-time employment, whose average age is lower than that of women.

Despite this evolution, in 2017 women represented 68.9 per cent of part-time workers and had a lower presence in all the higher skills levels. By way of example, the proportion of women in “senior management” was 54 per cent. The two skills levels in which women are still over-represented are “unskilled workers” and “semi-skilled workers”.

Just as in the case of full-time work, asymmetries in the distribution of men and women by skills level diminished in the period examined.

► **Figure 10: Evolution of the share of women in the total part-time TCO by skills level (as a % of the total workforce)**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

1.1.4 Length of Service

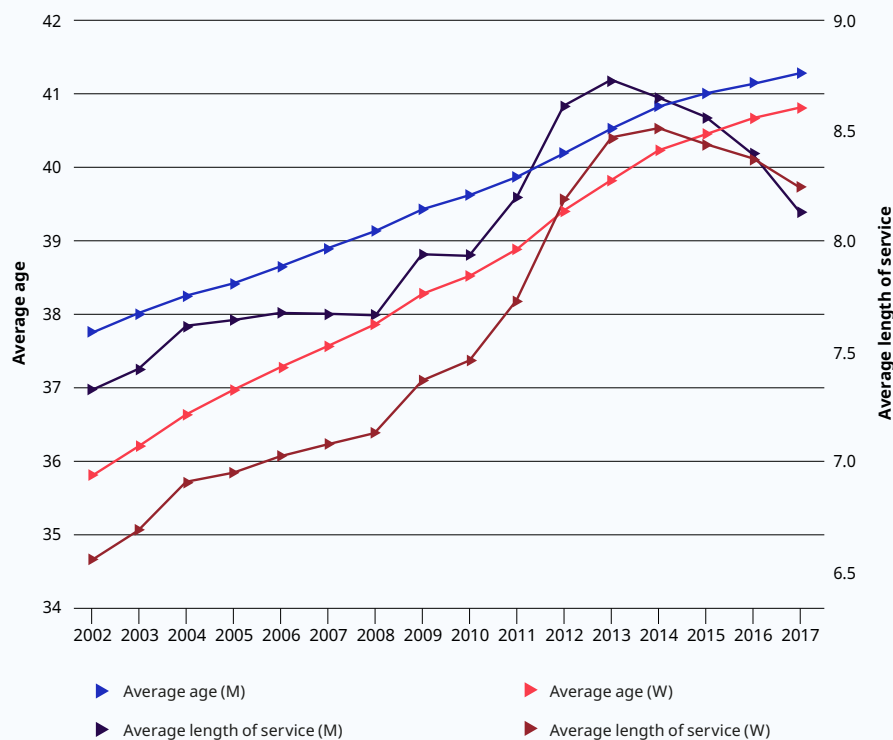
Within the time span of this study, two distinct patterns emerge in relation to both the average age and length of service (professional experience) for full-time and part-time workers (for global results see e-Appendix A 1.1.4 and e-Appendix B 1.1.2).

In the full-time TCO as a whole, the average age and length of service for male and female full-time workers converge. The average age in 2017 for men was 41 years and 40 for women. There is an even closer convergence in length of service, reaching around 8 years in 2017 (figure 11). Fluctuations in average length of service are more significant than those for average ages, and accelerated with the crisis, especially between 2008-2009 and 2010-2013. These were times of heavy job losses which particularly affected those workers with weaker ties to the labour market – workers without permanent employment contracts. This caused the average length of service of those remaining in employment to rise. From

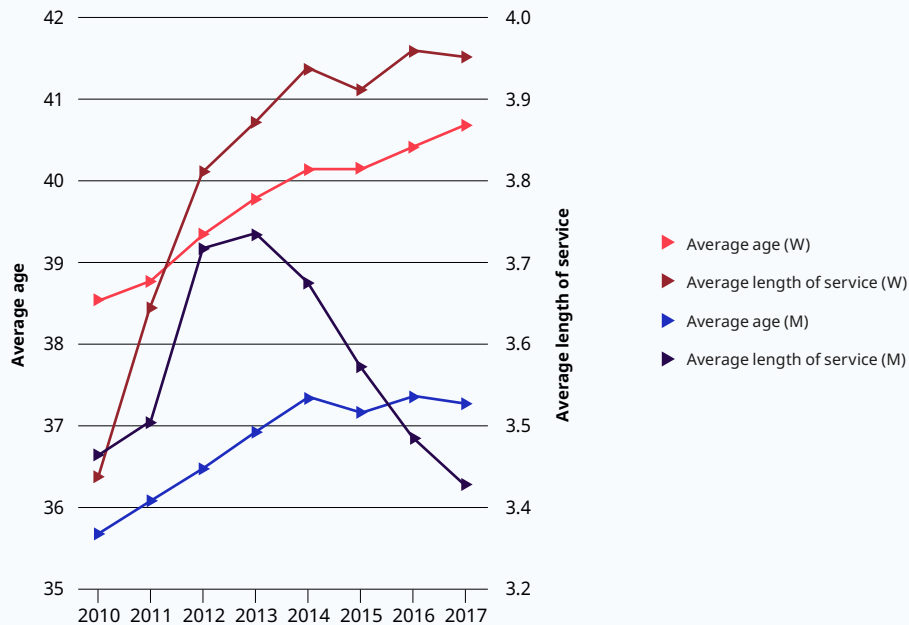
2014 onwards, due to the recovery of the labour market and net job creation, the average length of service decreased.

The pattern changes, however, when it comes to part-time employment (figure 12). The time frame in which the evolution of this type of work is examined is from 2010 to 2017, i.e., a shorter period, largely coinciding with the economic and financial crisis. The differences are partly to do with the tendency towards a younger workforce, especially male. Here, in clear contrast with full-time work, the average age for men is 37 years (compared to 41 for full-time) and 40 for women (close to their full-time average of 41 years). While the average age by sex converges in full-time work, in part-time work a considerable gender difference persists throughout the period examined. With regard to professional experience measured by length of service, in part-time work the average length of service fluctuates between 3.3 and 4 years, while for full-time the figure is between 6.5 and 8.2. This reflects a higher turnover among part-timers. Where there is most divergence is

► Figure 11: Average age and length of service by sex – full-time



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

► **Figure 12: Average age and length of service by gender – part-time**

Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

in male and female length of service, particularly from 2012 onwards, when the average starts to decrease for men (probably due to the increased involvement of men in part-time work, which started after 2010), while for women this average continues to rise, albeit slightly, in line with women's decreasing participation in part-time work, especially after 2013, as illustrated in figure 10 - the evolution of the share of female part-timers in the labour force by skills level.

1.1.5 Enterprise size

The statistical data on labour force distribution by enterprise size reveal significant differences in structure and its evolution with the passage of time according to the working time regime in place (global results in e-Appendix A 1.1.5 and e-Appendix B 1.1.3).

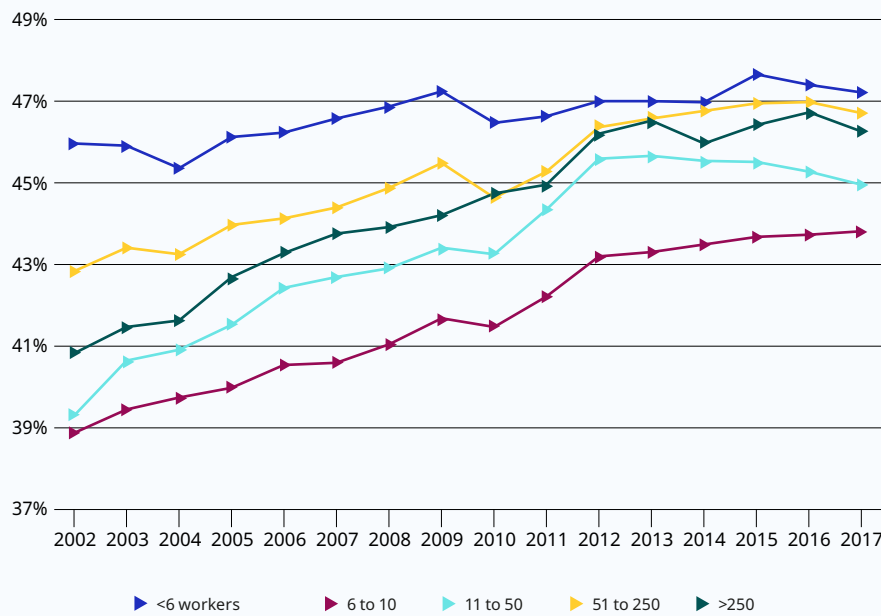
The share of full-time female workers is higher in smaller enterprises, i.e., those with less than six workers. It is also closer to the share of their male counterparts, although always less than theirs (figure 13). Women's employment in the different

sized enterprises increases throughout the period under review. Furthermore, over the past decade and a half, the differences between these establishments in terms of women's employment become steadily less. In 2002, the share by enterprise size fluctuated between 38.9 per cent and 46.0 per cent, while by 2017, the difference was 43.8 per cent to 47.2 per cent. The size of the enterprise had, therefore, become less of an influencing factor in gender distribution in full-time employment.

With regard to part-time work, women's prevalence in this type of employment is a well-known fact and occurs in enterprises of all sizes. While their numbers are greatest in larger sized enterprises (250+ workers), they have dwindled slightly during the time frame examined (figure 14). Female part-timers also have an extensive presence in the smallest enterprises, although this also decreases somewhat between 2010 and 2017.

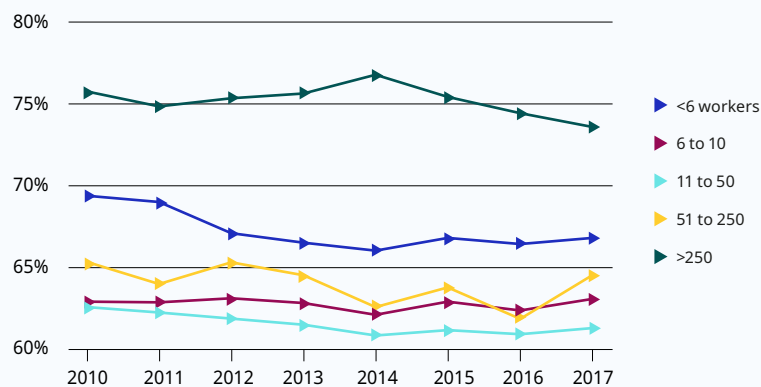
In contrast to the case of full-time work, the asymmetries in gender distribution by enterprise size remain relatively stable over time.

► **Figure 13: Share (as a % of the total workforce) of full-time female workers by enterprise size**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

► **Figure 14: Share (as a % of the total workforce) of part-time female workers by enterprise size**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS



©Copyright

https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_760829.pdf

1.1.6 Wages

In the European context, wages in Portugal are low, which reflects, among other factors, the specialization of the economy that is tied to the historical legacy of a low-skilled labour force. Low-skilled traditional sectors, which for decades competed on the basis of low wages, and a productive structure that has been transforming and diversifying but has still only partially modernized, continue to play a significant role. In the past, the economy's export sector concentrated on low technology areas, with heavy emphasis on footwear and textiles but, in recent decades, there has been a shift towards medium technology and service activities, particularly tourism (Amaral, 2019). However, in addition to the production specialization issue and incomplete structural transformation, there is a tendency in Portugal for

productivity not to translate into wage increases, in other words, for real earnings to lag behind productivity growth – a reality that is not exclusive to Portugal (ILO 2019). This disassociation between wages and productivity deepened further at the height of the economic crisis, especially from 2010 onwards as, between 2010 and 2013, real average wages fell while productivity continued to grow (ILO, 2018: 115).

Low wages contribute to the in-work at-risk-of-poverty rate that, in 2017, was 9.7 per cent. This means that in households where at least one adult is employed, a high proportion of men and women face poverty.⁶ The freeze on the national minimum wage between 2011 and 2014, in response to the economic and financial crisis, did not help to improve the situation. The low absolute value of the minimum wage and the small increases in real terms in the years prior to the

⁶ EU-SILC data.

crisis, in addition to the rising cost of living (housing, etc.), all combined to drive more women into the labour market.

Another relevant indicator characterizing pay distribution in Portugal is precisely the fact that wages concentrate heavily around the national minimum wage,⁷ covering about one in five workers.⁸ Portugal is the second country in the EU where the proximity between the minimum wage⁹ and the median wage is closest. OECD figures show that, in 2017, the minimum wage represented approximately 60 per cent of the median wage for full-time employment.¹⁰ However, in absolute terms, minimum wage values in the country are far inferior to those of the EU and Euro area countries.

Figures retrieved from *Declarações de Remuneração à Segurança Social* – DRSS (employers' payroll information reports to Social Security) indicate that women have been over-represented in the minimum wage group (GEP, 2019). In October 2017, the proportion of men and women receiving the minimum wage was 26.8 per cent and 17.2 per cent respectively. They were mainly employed in branches of activity where women workers predominate, such as “accommodation and catering” (covering 35.1 per cent of TCO) and “administration and support services” (28.8 per cent).¹¹ Although trade unions have welcomed increases in the minimum wage in recent years, they insist that the amounts have been insufficient. The evolution of pay earned by men and women may be ascertained by using different indicators and sources, especially figures from the *Contas Nacionais* (National Accounts), figures based on the *Quadros de Pessoal* – QP – (Employment Records) and those from the DRSS. In order to align with the other



©Copyright

https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_760829.pdf

sections in this report, this section will focus on QP figures.

Figure 15 illustrates the evolution of average monthly earnings of both full-time and part-time TCO. It also reveals the distance between average wage levels by gender. It is clear at a glance that, for full-time and part-time work alike, women's average earnings are always inferior to those of men for the time span examined (2002-2007). In fact, in 2017, women's average (or mean) monthly earnings were approximately 82 per cent of men's

7 The National Minimum Wage is the Guaranteed Minimum Monthly Pay (*Retribuição Mínima Mensal Garantida*, RMMG).

8 In October 2017, 21.6 per cent full-time TCO were earning the minimum wage (GEP, 2019).

9 The minimum wage is the guaranteed minimum monthly wage.

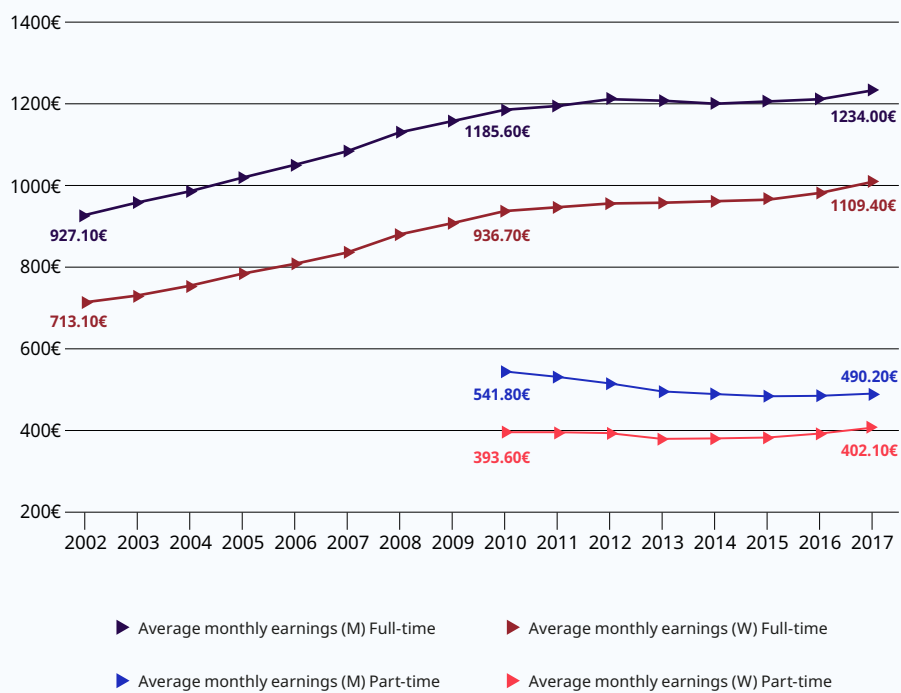
10 OECD calculations for the median wage based on Eurostat figures (*Structure of Earnings Survey*), accessed on 24 February 2020 at www.stats.oecd.org

11 According to the ILO (2013), “A minimum wage policy sets a floor for the wage structure to protect low-wage earners. Since women are disproportionately represented among low-pay earners, they benefit more from this policy. By fixing comparable wages across sex-segregated occupations and different workplaces, a minimum wage policy can help address sex discrimination in overall pay structures.”

average monthly earnings, for both full-time and part-time work. In spite of the considerable difference, it represents a gap reduction in relation to the outset of the period in question – 77 per cent in 2002 in the case of full-time, and 73 per cent in the case of part-time. As figure 15 shows, this approximation is particularly noticeable in the case of part-time employment.

A significant wage gap does, nonetheless, persist and is more apparent in earnings as opposed to basic pay. It suggests the effects of different components such as bonuses, subsidies and other regular payments, which disadvantage women.

► **Figure 15: Average monthly pay (€) for full and part-time work, by sex**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

Almost throughout the entire period under review, annual growth rates for full-time average monthly earnings were higher for women workers (an average yearly growth rate of 2.4 per cent, compared to 1.9 per cent for men). Even in the years when men's average monthly earnings saw negative growth (2012-2014), women's average monthly earnings grew, albeit marginally, in nominal terms. This situation is not unrelated to the

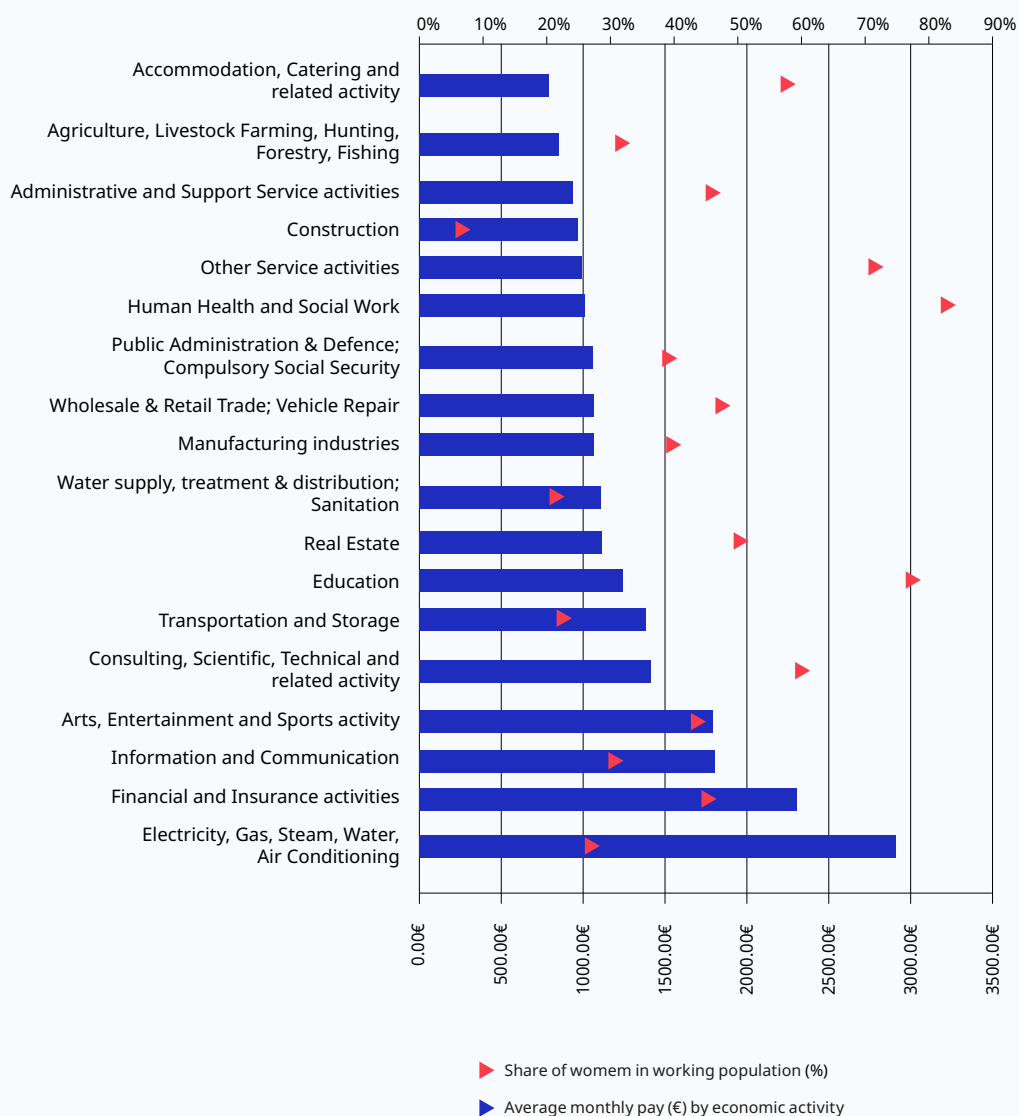
worsening in working conditions for men, which has been referred to and documented in various studies into this topic (e.g., Casaca, 2012; Addabbo et al., 2015; Ferreira e Monteiro, 2015).

The economic crisis and application of austerity measures impacted heavily on wages, putting a brake on their growth. It was only late in the period under scrutiny that growth levels nearer to the pre-crisis began to be reached.

The evolution of pay for men and women also reflects its distribution by economic activity sector, as pay gaps are significant between sectors, as figure 16 shows. In the sector with the lowest average monthly earnings

– accommodation, catering and related activity – women make up more than half the labour force (58 per cent), while it is men who predominate in the four sectors with the highest average monthly earnings.

► **Figure 16: Average monthly pay (€) and share of women in the working population by economic activity (2017)**



Source: Series "Average monthly pay" Quadros de Pessoal (Employment Records, GEP-MTSSS; Series "proportion of women in workforce" - Inquérito ao Emprego (Labour Force Survey), INE.

1.1.7 Pay differences between men and women and the Gender Pay Gap

With regard to the analysis of pay gaps themselves, this section will present GPG figures, as well as the method of estimating GPG, developed by the ILO (2019), which removes some of the major composition effects caused by clustering, by creating more homogeneous subgroups of female and male TCO – the weighted gender pay gap. This methodology differs from the one devised by the GEP-MTSSS for the “adjusted GPG” in the context of the GPG Barometer, introduced in 2019 (see Box 3), which will be explained in Part 2 of this report.

Thus, as expected, the GPG values systematically differ from those of the factor-weighted gender pay gap, due to the effect of clusters on the raw

GPG. Both are positive, which reveals that, for full-time and part-time workers, the pay gap is greater in basic hourly average pay.¹² However, the values and their trajectory are different. The GPG is systematically inferior to the factor-weighted GPG in the case of full-time workers, just as what happens in most of the countries in which this methodology is applied (ILO, 2019: 43).¹³ This does not happen, however, when the same indicator is used for part-time workers, the work status in which women are proportionally over-represented, as has already been mentioned.

In relation to full-time employment, between 2001 and 2017 (figure 17), the factor-weighted GPG for average hourly pay is always more than 20 per cent and that variations towards an increase or decrease appear to show the inexistence of a clear trend pattern for the sustained reduction in this indicator. In contrast, the raw GPG reveals a more sustained tendency to decrease, especially after 2006.

► Box 1: Factor-weighted GPG

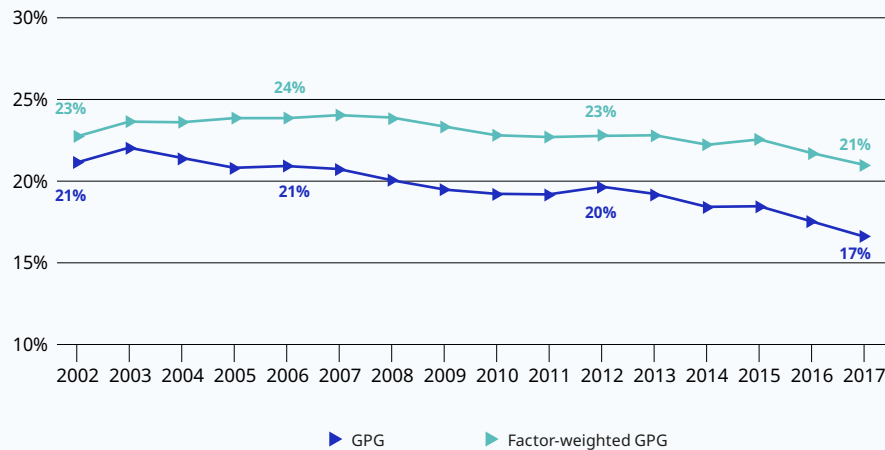
A factor-weighted gender pay gap is arrived at by first selecting a set of indicators (factors), which are important determinants of wage structures, to cluster women and men in comparable subgroups. Four factors have been highlighted as particularly relevant for the purpose, and easily available in most survey databases. These are “education”, “age”, “working-time status” (that is, full time versus part-time) and “private-sector employment versus public-sector employment”. These factors are applied to distribute the sample into subgroups. It is preferable to keep the number of subgroups reasonably small so that one does not end up with subgroups where a few individuals, who may or may not be representative of their group, dominate the outcome. Using the proposed four factors, the variables “education” and “age” are divided into four categories each. The variables “full-time versus part-time” and “private versus public sector” already define two categories each. Altogether, then, these four factors generate a total of (at most) 64 subgroups, as the result of interacting $4 \times 4 \times 2 \times 2$ major subgroups. Once the subgroups are formed, the next step is to estimate the subgroup-specific gender pay gap for each – using mean and median, respectively. The final step is to estimate the factor-weighted mean and median gender pay gaps, summing the weighted values of the (at most) 64 subgroups. The weight for each subgroup is its proportional representation in the population of wage workers, so the (at most) 64 subgroup weights will sum up to 1. Applying these weights and summing up the weighted subgroup gender pay gaps leads to a single value that we call the mean or median factor-weighted gender pay gap.

Global Wage Report 2018/2019 (ILO, 2019)

¹² Figures for the factor-weighted average monthly wages may be found in Annex A.1.1.6 (full-time employees) and B.1.1.4 (part-time employees).

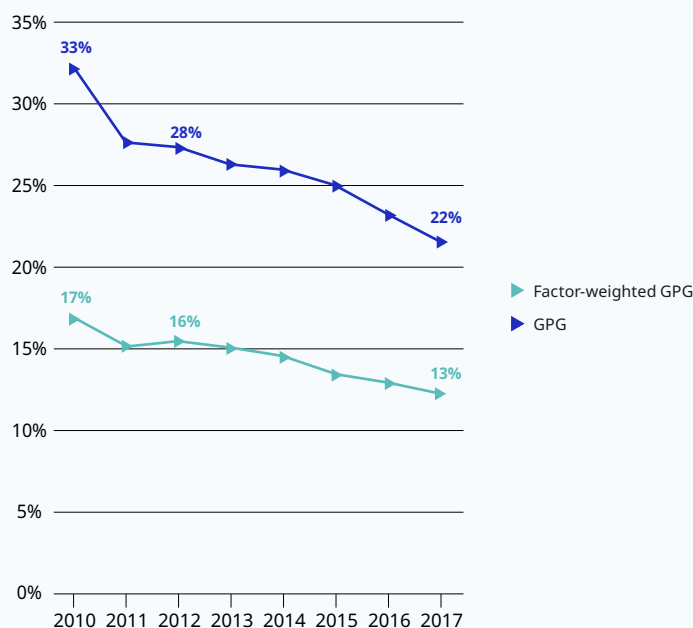
¹³ The methodology devised by the ILO and applied in the context of the Global Wage Report (a biannual ILO publication) differs from the methodology used by the GEP-MTSSS in the preparation of the *Barómetro das Diferenças Remuneratórias entre Mulheres e Homens* (Gender Pay Gap Barometer), published for the first time in 2019.

► Figure 17: GPG and factor-weighted GPG using average hourly pay – full-time



Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

► Figure 18: GPG and factor-weighted GPG using average hourly pay – part-time



Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

In the case of part-time wage workers (figures from 2009 to 2017), the raw and factor-weighted GPG continue to decrease from 2012 to 2017. In contrast to full-time, the raw GPG is higher than the factor-weighted GPG in the case of part-time workers.

In 2017, the figures for factor-weighted GPG in both full and part-time employment (21.2 per cent and 12.5 per cent respectively) are appreciable, although considerably more so in the former.

Lastly, there should be a closer analysis of TCO average monthly and average hourly earnings by sex, education and sector (public, for profit private, other branches of activity) on the basis of the figures in e-Appendix A 1.1.7 and e-Appendix B 1.1.5.

It should be remembered that the incidence of part-time work in Portugal is low (93 per cent of employees work full-time). However, if we consider distribution by sex, we find that women make up 68.9 per cent of TCO in this working time regime.

Most work in the for-profit private sector and, as already mentioned, the majority are women with higher qualifications, in both the public and for-profit private sectors. This is not the case when it comes to the “other sectors”, where women lead in the “elementary or below” category.

However, there is one common thread running through these three sectors, regardless of educational achievement: whether average monthly or hourly wages, men’s pay is always higher than that of women.

When it comes to part-time employment, the biggest gender distribution differences are found in elementary education and below, where women are clearly more numerous, particularly in the public sector. In higher education, there is always a larger proportion of men than women. However, although a pay gap in part-time employment in favour of men does exist, it is not as wide as that found in the full-time work regime, which contributes to the factor-weighted GPG being narrower than the raw indicator, as figure 18 above illustrates.

► 1.2. Analysis of data relating to specific times: 2006, 2012 and 2017

In this section, empirical analysis is based on statistical data retrieved from the *Quadros de Pessoal* (Employment Records). More detailed findings may be found in e-Appendix A and e-Appendix B. The gender pay gap is investigated in detail at specific moments in time: 2006, 2012 and 2017, which correspond to the pre-crisis period, the height of the crisis, and the post-crisis, respectively.¹⁴ As mentioned in the previous chapter, with regard to part-time employment the analysis focuses on 2012 and 2017. The aim is to facilitate an understanding of the impact the economic crisis had on the gender pay gap, and to characterize the gap more precisely using the following explanatory factors: educational and occupational skills levels,¹⁵ occupation, age, type of contract, size of enterprise, type of IRCT (Collective Bargaining Regulation Instrument), degree of feminization of the labour force, economic sector, geographical location, and public sector vs private sector.

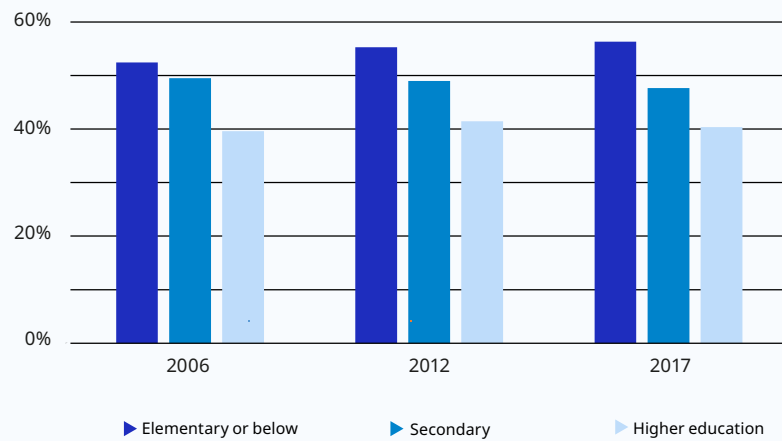
As in the previous section of this report, a distinction is made between full-time and part-time workers.

1.2.1 Educational attainment

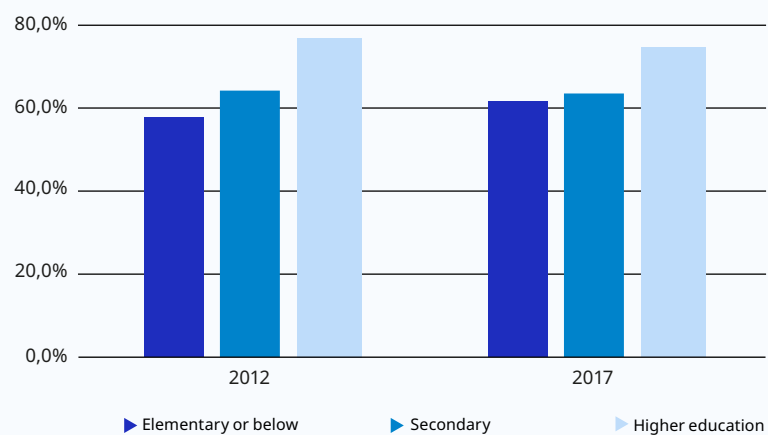
As said before, extensive progress in education is a feature of Portugal’s modernization and progress, which has particularly impacted the country’s female population. In this analysis, the categories referred to in the tables in e-Appendix A 1.2.1 and e-Appendix B 1.2.1 are examined. Appraisal of the findings for the share of women by educational level, in full-time employment (figure 19) reveals that as educational attainment increases, their share in full-time work increases accordingly. In the three years studied (2006, 2012 and 2017), their share exceeds 50 per cent at the “Higher education” level. Furthermore, the share also grows in line with women’s improved educational attainment,

¹⁴ 2012 was the year of sharpest real GDP contraction (-4.06 per cent). It was also a year of continuous rising unemployment, which reached a peak in January 2013. Only from that date onwards did unemployment start to fall (Pordata figures).

¹⁵ We are referring to the eight skills levels used in the *Quadros de Pessoal* (Employment Records) by the GEP-MTSSS.

► **Figure 19: Percentage of female full-time TCO by educational attainment**

Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

► **Figure 20: Percentage of female part-time TCO by educational attainment**

Source: Quadros de Pessoal (Employment Records); GEP-MTSSS

referred to in the previous point, rising from 52.4 per cent in 2006 to 56.3 per cent in 2017. Significant changes in the proportion of women at the other educational levels were not found in the period examined.

Results obtained for part-time work differ from those for full-time employment. Comparing the two years in analysis, 2012 and 2017, the trend is inverse, i.e., a greater share of women with elementary education or below is found when the

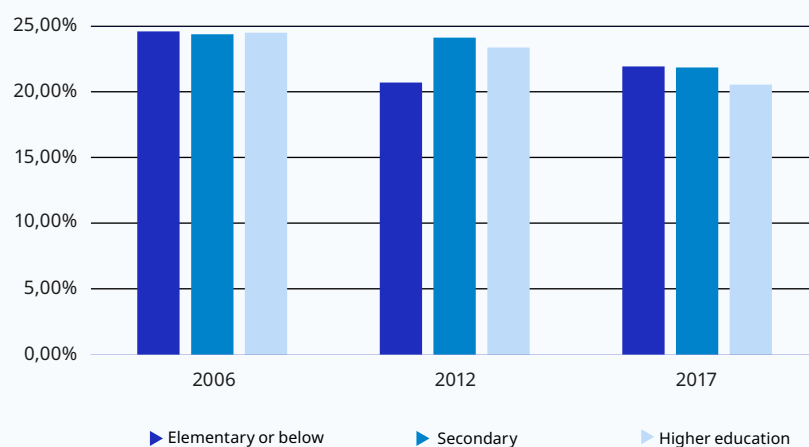
results for part-time work are considered. In 2017, the percentage of women among part-time TCO, at all educational levels, reaches a significant proportion – by about 60 per cent – and the trend is upward at the lower educational levels. As already mentioned, the incidence of involuntary part-time employment in Portugal is substantial, in the European context, and is more commonplace among women than men (figure 6). This means that about half of these part-time female workers work fewer hours than they would like.

With regard to women's earnings, these are significantly greater when female workers have a higher diploma, and this is the case for both full-time and part-time work. Analysis of the gender pay gap for the three years examined (2006, 2012

and 2017) and for most educational levels, reveals a factor-weighted GPG inferior to the GPG (e-Appendix A 1.2.1 and e-Appendix B 1.2.1). In the context of full-time work, in 2006 the discrepancies were very residual.

In 2012, at the peak of the crisis, the gender pay gap for “Higher education” decreased but rose again with the economic and employment recovery. By 2017, however, it had still not reached the pre-crisis levels. Between 2012 and 2017, the factor-weighted GPG narrowed for those with less than higher education (i.e., secondary, elementary and below). In 2017, this indicator is least in the case of “Elementary education or below”, while there are residual differences between the other two educational levels.

► **Figure 21: GPG in average hourly earnings – full-time**



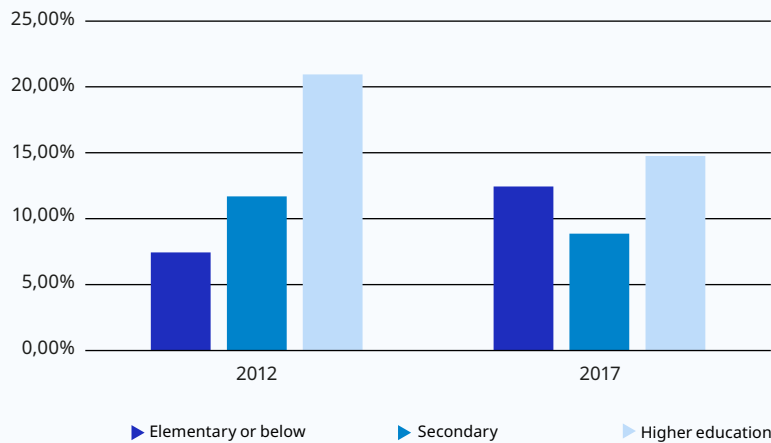
Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

The GPG by educational attainment level is greater in part-time than in full-time work and is widest for the “Elementary education or lower” (figures 21 and 22). There is an overall downward trajectory in the GPG during the period examined, except in the case of workers with higher educational levels, for whom the indicator increases, revealing a greater GPG in the post-crisis period for the better qualified group.

Lastly, the analysis of the gender pay gap by quartiles of hourly earnings, based on the GPG, reveals two important findings. There are greater pay gaps with the increase in educational level and with the earnings level in full-time work, with a reduction in this indicator over the course of the period studied.

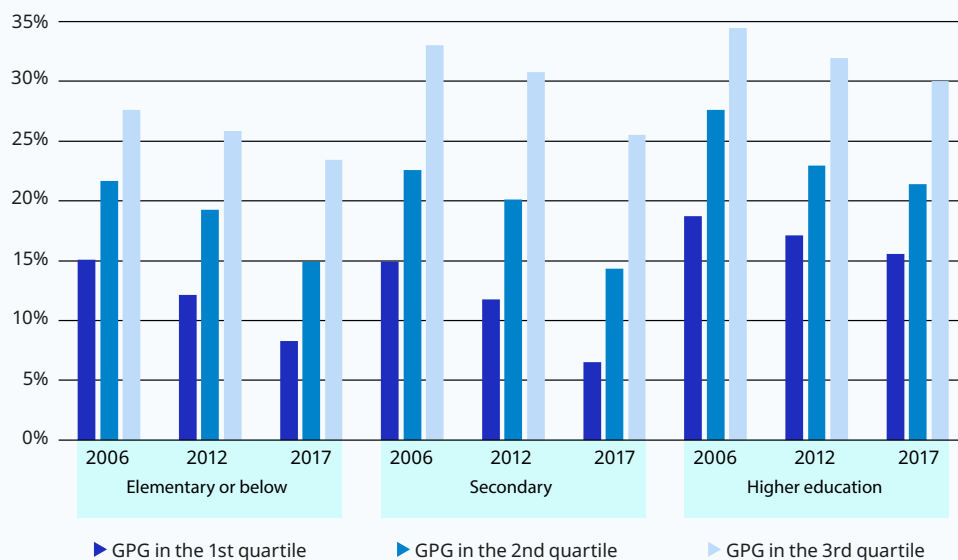
The pattern is somewhat in contrast to that of part-time work (figure 24). For part-time work,

► Figure 22: GPG in average hourly earnings – part-time



Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

► Figure 23: GPG in the distribution of average hourly earnings by educational qualification – full-time

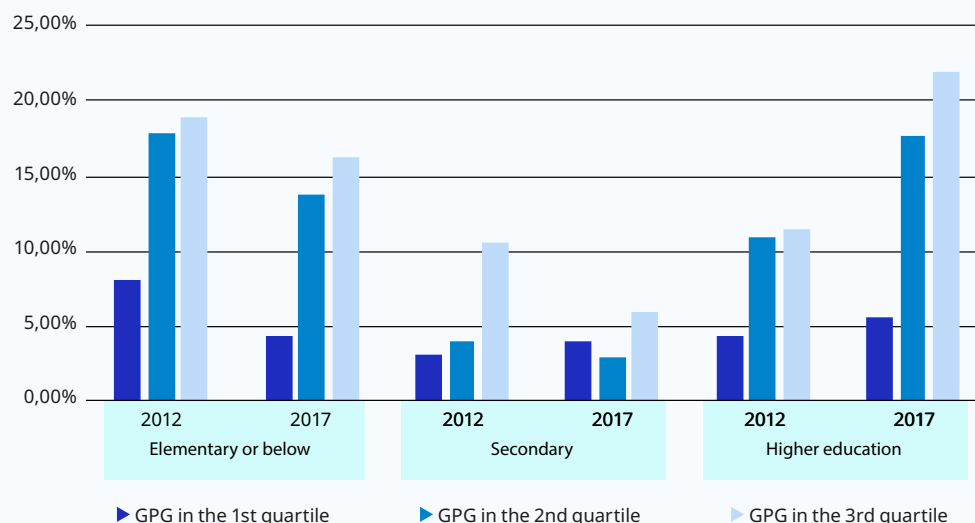


Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

the GPG for the lower educational levels shows higher values than for the secondary educational level, in the different quartiles, and in 2012 the gap is also greater than that for the higher levels. However, between 2012

and 2017 the GPG in the distribution of hourly earnings increased significantly for individuals with higher education in the different quartiles, and almost doubled in the third quartile, which corresponds to the

► **Figure 24: GPG in the distribution of average hourly earnings by educational qualification – part-time**



Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

highest earnings. The GPG also increased during the period under scrutiny for individuals with secondary education in the first quartile. In the other groups, the evolution was towards a reduction in the GPG.

1.2.2 Occupational Skills level

The categories referred to in e-Appendix A 1.2.2.2 and e-Appendix B 1.2.2.2 are examined in this point. When the share of women in full-time employment at each occupational skills level is considered for 2006, 2012 and 2017, the share in the “Semi-skilled professionals” category is evidently highest, and always above 50 per cent, regardless of the year in question. Their proportion is also high in the “Unskilled workers” and “Interns, trainees and apprentices” categories. Furthermore, over the period studied, their presence increased in the four higher-skilled categories, especially “Operations management, supervisors, forepersons, team leaders”. This growth was sustained in 2006, 2012 and 2017, reflecting the effects of increasing educational attainment among women and greater numbers completing higher education. In spite of this progress, however, women continue to be under-represented in “Senior management” and “Middle management”.

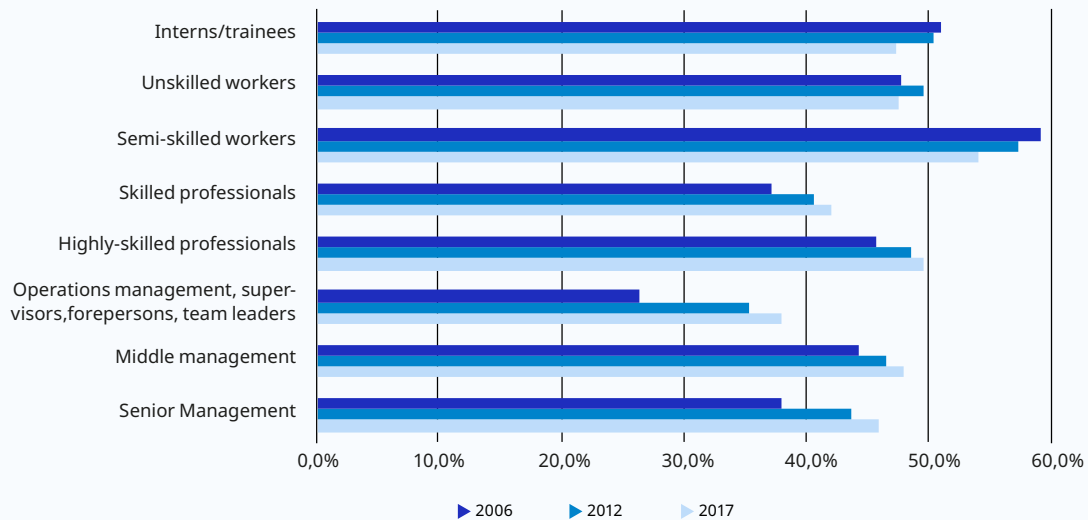
In part-time work (figure 26), in which women predominate, women outweigh men at all the occupational skills levels in 2017. The highest participation rate is at basic skills levels (unskilled and semi-skilled workers, and interns), although their presence increases significantly in the “Operations management, supervisors, forepersons and team leaders” category, rising marginally in “Middle management” and “Senior management” over the period studied. In the latter categories, the rate for women is higher than that for men in the case of part-time work, which does not occur in full-time employment.

Despite the significant convergence in male and female representation in the full-time “Senior management” category over the timespan of the study (figure 25), it is in this category that the factor-weighted GPG presents the highest values (figures 27 and 28), and changes only slightly in relation to the pre-crisis levels.

As we have already seen, the GPG in average hourly earnings is far more substantial in full-time employment. This would be partly explained by the wider range and distribution of wages in this type of work.

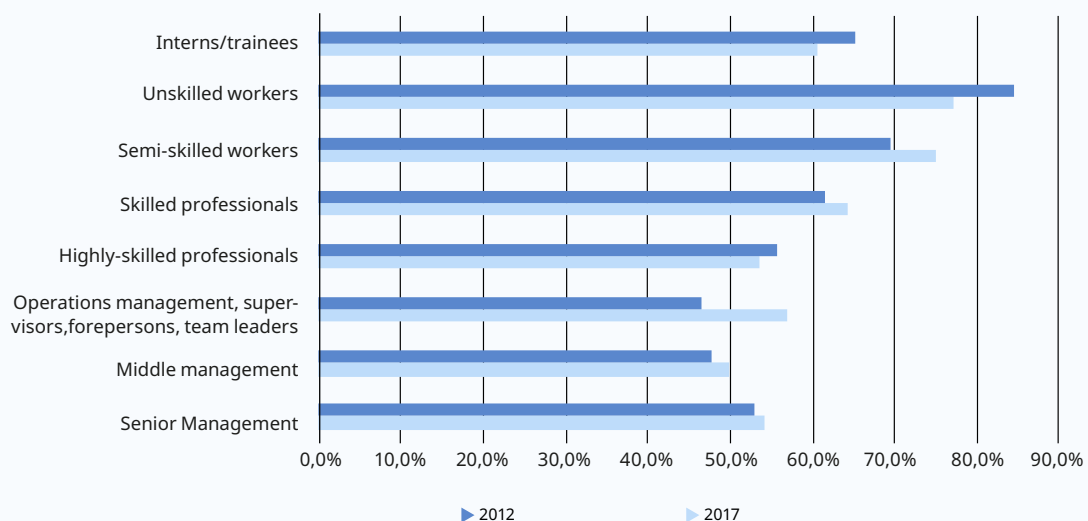
There are skills levels within part-time employment in which the pay gap disadvantages men

► **Figure 25: Share of female full-time workers among all TCO, by occupational skills level (%)**



Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

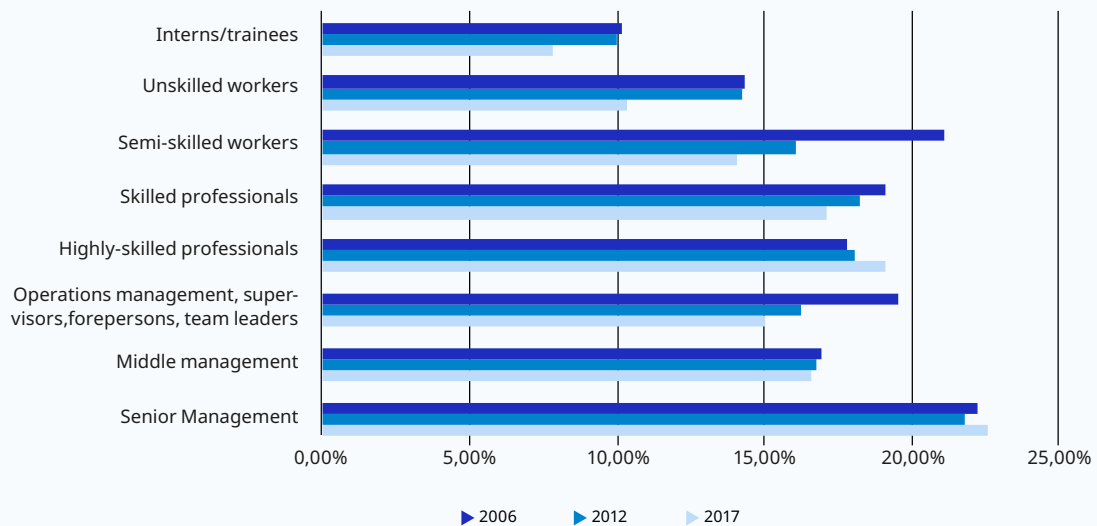
► **Figure 26: Share of female part-time workers among all TCO, by occupational skills level (%)**



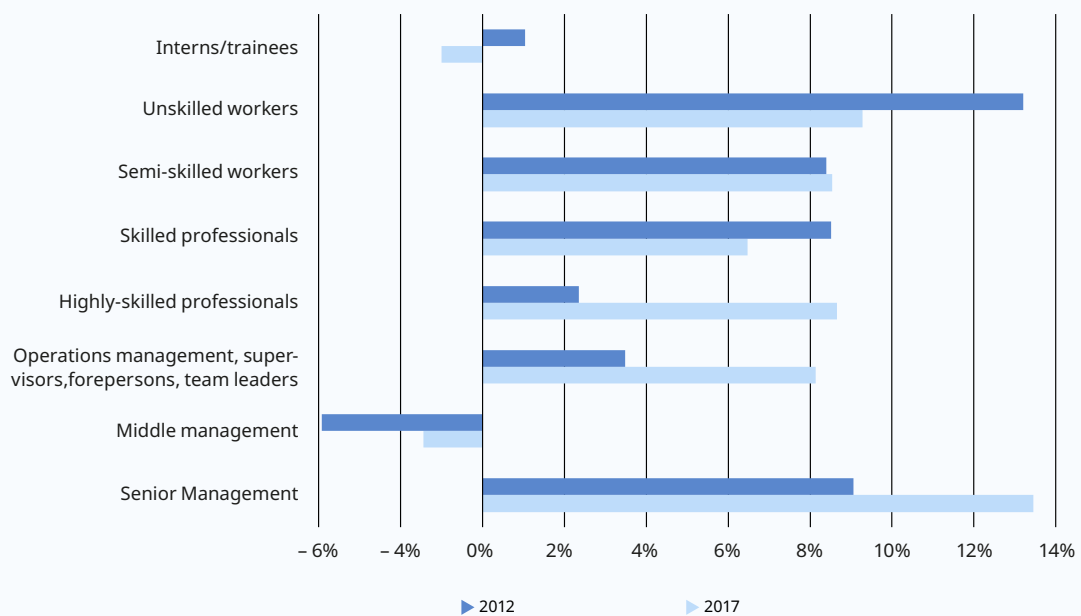
Source: Quadros de Pessoal (Employment Records), GEP-MTSSS

– “Middle management” and “Interns, trainees, apprentices” (see e-Appendix B 1.2.2). Lastly, from a diachronic perspective, there is a noticeable approximation between the average hourly rate for men and women in the lesser skilled categories, and this reduction is also significant in the “Operations management, supervisors,

forepersons, team leaders” category for full-time work. In the case of the latter type of work, the factor-weighted GPG rate increases considerably in the “Highly-skilled professionals” group.

► **Figure 27: GPG in average hourly earnings – full-time, by occupational skills level**

Source: Calculation based on Quadros de Pessoal (Employment Records), GEP-MTSSS

► **Figure 28: GPG in average hourly earnings – part-time, by occupational skills level**

Source: Calculations based on Quadros de Pessoal (Employment Records), GEP-MTSSS

As already mentioned, a strong rise in factor-weighted GPG is clear in part-time work (figure 28) for the “Highly-skilled professionals”, “Operations management, supervisors,

forepersons, team leaders” and “Senior management” categories, while among “Unskilled workers” and “Skilled professionals” the rate decreases. For the “Middle management”

category, the weighted-GPG is negative, revealing an imbalance that disadvantages men. This asymmetry worsens during the period examined.

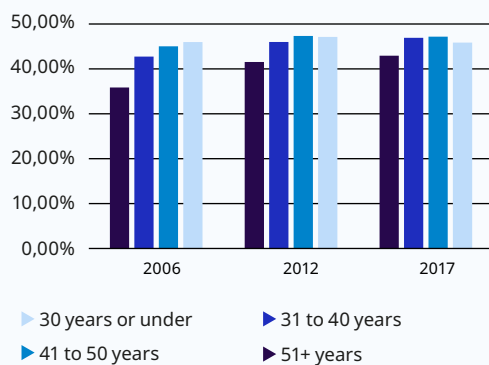
1.2.3 Age

In this point, four age groups are studied: up to 30 years, between 31 and 40 years, between 41 and 50 years, and 51 years and over. These are detailed in e-Appendix A 1.2.4 and e-Appendix B 1-2-3.

The structure of the proportion of women in the workforce by age does not show significant changes over the course of the years examined (figures 29 and 30), except for the increase in the participation of women in the 51+ age group and,

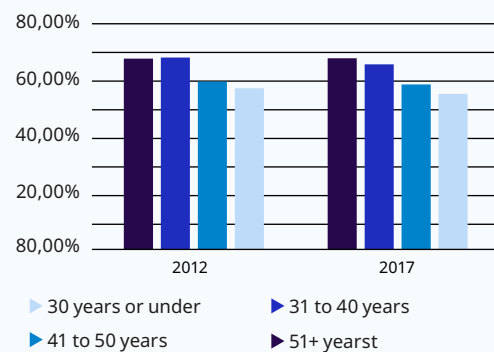
to a lesser extent, the rise in the 41-50 age group, in the case of full-time work. There are substantial differences according to the work regime: for full-time work, the proportion of women is greater for lower age groups, although for all age groups they number less than men. In the case of part-time work, however, the proportion of women is higher in the older age groups. As we have already seen, women predominate when it comes to part-time work, but these figures show that this is true for all age groups – the proportion of women is always above 60 per cent, and even exceeds 70 per cent in the groups aged over 40 years.

► **Figure 29: Percentage of female full-time workers, by age group**



Source: Employment Records, GEP-MTSSS

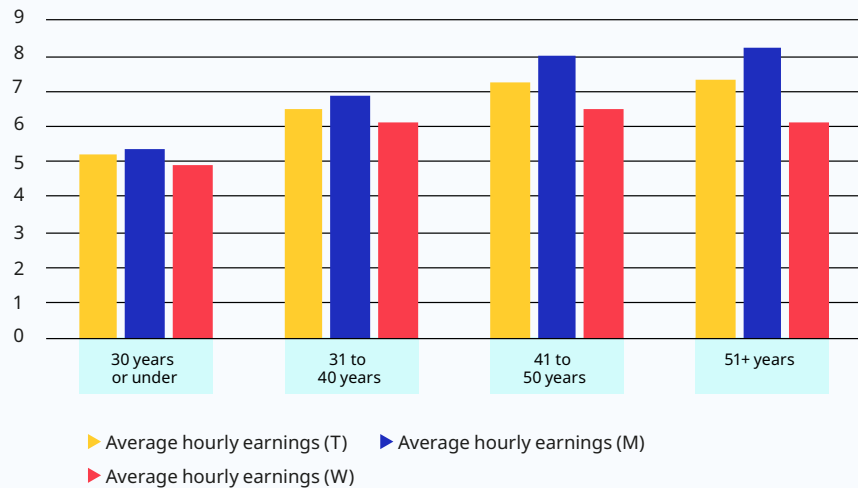
► **Figure 30: Percentage of female part-time workers, by age group**



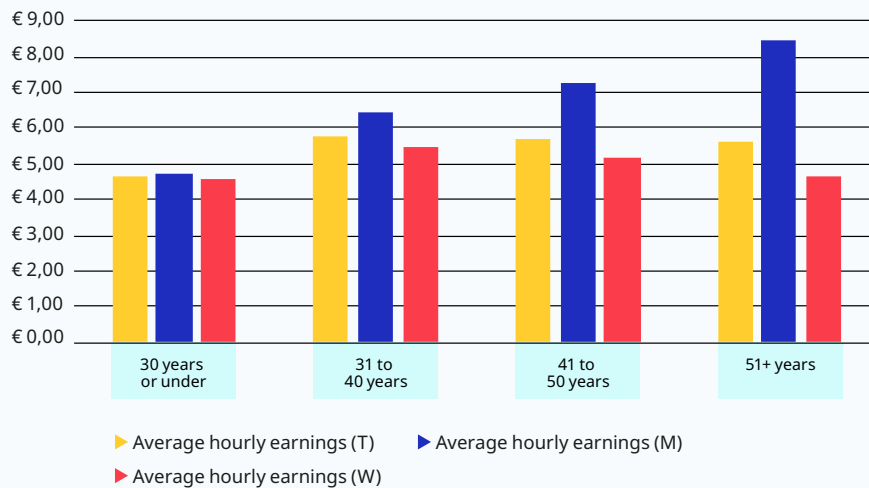
In the case of full-time work, earnings generally increase in line with the age group. In 2017, however, earnings for women in the 51+ group, whose presence had increased in relative terms, are less than earnings for women in the 41-50 group. In fact, from 2006 to 2017, the average pay for the oldest group increased at a lower rate than for women in the 41-50 age group, possibly due to the improving skills among the younger generations, converging towards similar rates in 2017, as shown in figure 31. This asymmetrical evolution was more significant in the case of women.

In contrast, in part-time work, the highest earnings are, overall, found in the intermediate age groups, particularly 31-40 years, in which women's earnings heavily influence the result (figure 32). The scenario for men, however, is different. In their case, the average hourly rate of pay increases with their age, suggesting their earnings appear to compensate their experience more than in the case of women, especially in the 51+ age group.

With regard to GPG by age group (figures 33 and 34), the findings show that in both full-time and part-time work regimes, the factor-weighted GPG is greater than the GPG in the age groups

► **Figure 31: Average hourly earnings in 2017 (€) for full-time workers, by age and sex**

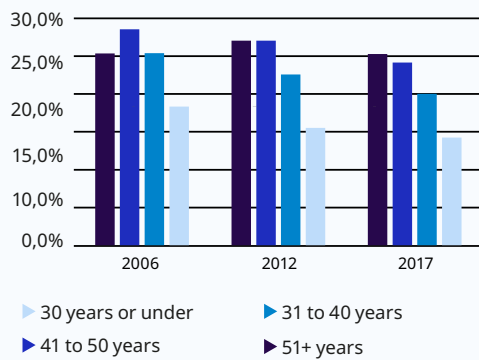
Source: Employment Records, GEP-MTSSS

► **Figure 32: Average hourly earnings in 2017 (€) for part-time workers, by age and sex**

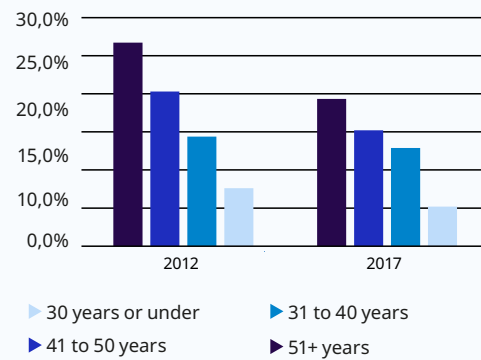
Source: Employment Records, GEP-MTSSS

considered, and that differences between the two types of earnings are insignificant. The narrowest GPG is found in the lower age groups. It is in part-time work that the greatest gender pay gap between age groups occurs, and where the factor-weighted GPG ranges between 5 per cent and

19 per cent in 2017. Lastly, looking at the trend, once again the approximation between women's and men's wages increases with time, with the exception of the 51+ age group in full-time work, where the rate remains relatively unchanged throughout the timeframe studied, as a result of

► **Figure 33: GPG in average hourly earnings – full-time, by age group**

Source: Calculations based on (Employment Records), GEP-MTSSS

► **Figure 34: GPG in average hourly earnings – part-time, by age group**

the already mentioned unfavourable evolution of the average hourly wage rate for women in this age group.

1.2.4 Contractual conditions

Analysing the types of employment contract is relevant insofar as different contractual conditions correspond to different levels of stability, social protection, and risk of unemployment, among other factors associated with job quality. Furthermore, temporary work generally entails wage penalties relative to comparable standard workers, i.e., with open-ended employment contracts (ILO, 2016: 16).

According to figures retrieved from the *Quadros de Pessoa* – QP – (Employment Records), with regard to full-time TCO in general, in 2017, 69.3 per cent had an open-ended employment contract. When contract conditions distribution is examined, 70.4 per cent of women and 68.3 per cent of men are found to have open-ended contracts.

The second most common contractual conditions is the fixed-term contract, which represents 24.4 per cent globally.

The most usual contract type in part-time work is the open-ended contract, but these represented only 50.3 per cent of the total in 2017.

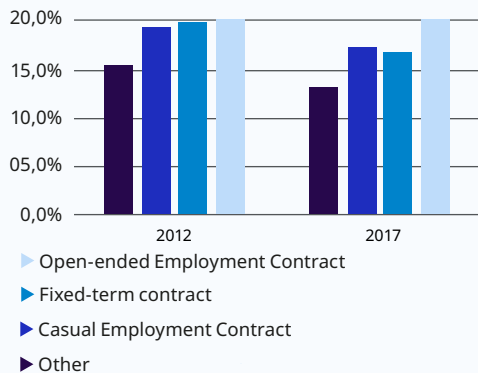
Fixed-term contracts represented 39.2 per cent in part-time and were more prevalent in this type of work than in full-time employment. That year, more women than men were on open-ended contracts (52.8 per cent and 44 per cent respectively).

The data for contractual conditions may be found in the tables in e-Appendix A 1.2.3 and e-Appendix B 1.2.3.

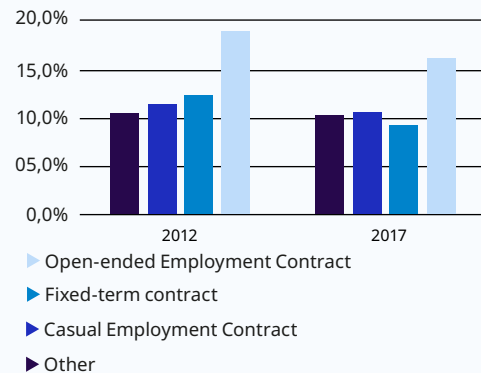
In both work regimes, the highest average monthly earnings are associated with open-ended contracts.

With regard to the GPG, the factor-weighted GPG is greater than the GPG in full-time work, while the contrary is true for part-time work, in which the weighted GPG is inferior to the GPG. In 2017, the GPG was 20.05 per cent and the factor-weighted GPG was 23.55 per cent in full-time work, while in part-time work, the GPG was 28.82 per cent and the weighted GPG was 15.44 per cent. Figure 35 shows that between 2012 and 2017 the weighted GPG changed and narrowed for all contract types, with the exception of open-ended contracts, which stayed at the same level. In the case of part-time work, the weighted GPG decreased for all contract types, especially open-ended and fixed-term contracts, which cover the highest number of TCO.

► **Figure 35: GPG in average hourly earnings – full-time, by type of employment contract**



► **Figure 36: GPG in average hourly earnings – part-time, by type of employment contract**



Source: Calculations based on Employment Records, GEP-MTSSS

1.2.5 Enterprise establishment size

The size of enterprises has been one of the factors considered in the looking at what lies behind gender pay gaps (ILO, 2011), as different studies that examine the causes of pay discrimination point to enterprise size and activity sector as being important factors in explaining gender pay gap (Chicha, 2011).

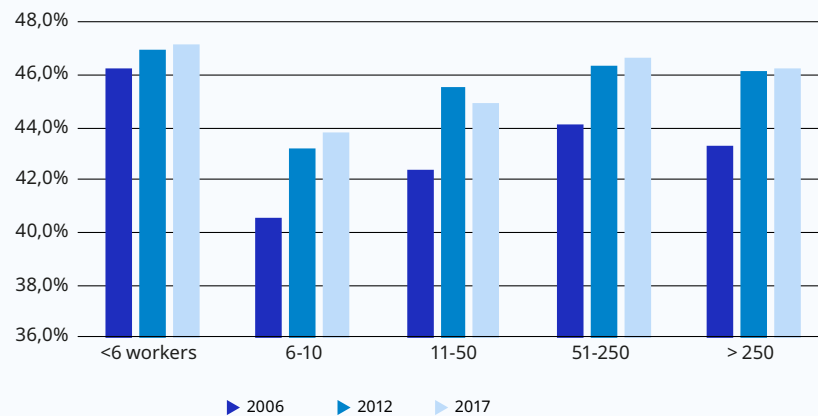
The analysis undertaken in this sub-chapter examines gender distribution across five enterprise sizes (e-Appendix A 1.2.4 and e-Appendix B 1.2.4): 5 or less TCO; between 6 and 10 TCO; between 11 and 50 TCO; between 51 and 250 TCO; and 250+ TCO.

Between 2006 and 2017, the proportion of women in full-time work increases in all enterprises, regardless of size, although they are still outnumbered by men. Enterprises with five or less TCO are those in which the percentage of women is highest (47.2 per cent). These are followed by enterprises with more than 50 TCO. Figure 37 clearly shows a more even gender distribution over time by enterprise size, particularly from 2012 onwards.



©Copyright

https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_760829.pdf

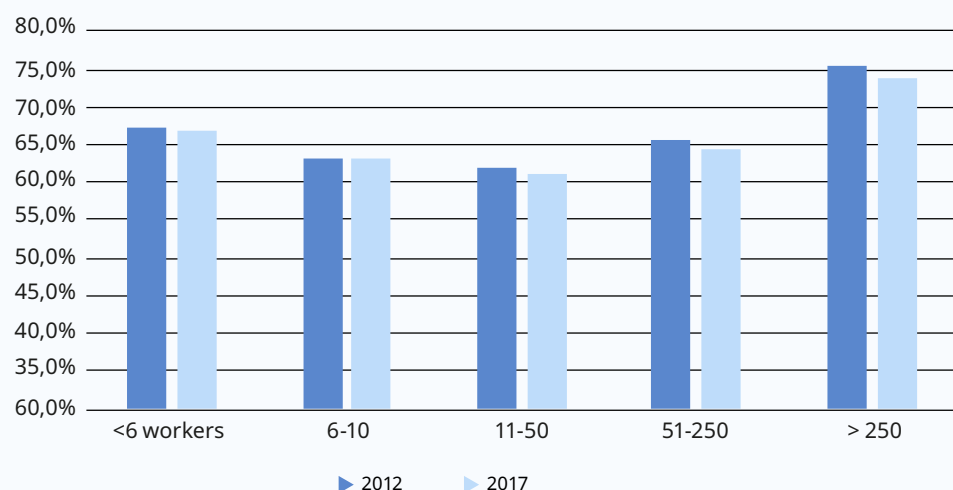
► **Figure 37: Percentage of female full-time workers by enterprise size**

Source: Employment Records, GEP-MTSSS

In the case of part-time work (figure 38), however, the trend will reverse. Even though we can only analyse two periods, 2012 and 2017, a decrease, albeit slight, may be seen, regardless of enterprise size, in the proportion of women over time. Their employment is highest in enterprises with 250+

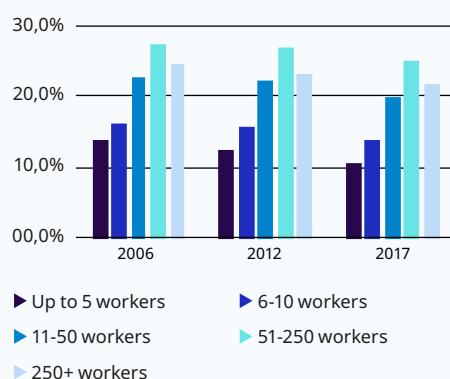
TCO, in which women represented about 73.6 per cent of part-time workers in 2017, followed by enterprises with five or less TCO, in which the proportion of women was 66.8 per cent.

Let us now examine the GPG in average monthly and hourly earnings¹⁶ by enterprise size.

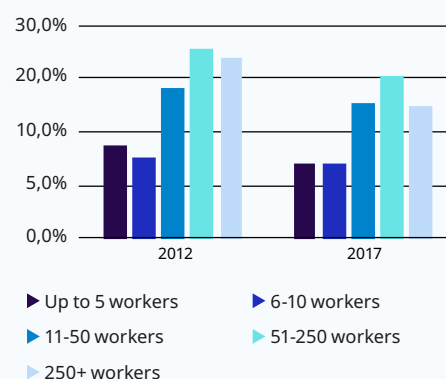
► **Figure 38: Percentage of female part-time workers by enterprise size**

Source: (Employment Records), GEP-MTSSS

¹⁶ Earnings comprise more components than just wages, such as overtime pay, bonuses and other generally discretionary benefits.

► **Figure 39: GPG in average hourly earnings – full time, by enterprise size**

Source: Calculations based on Employment Records, GEP-MTSSS

► **Figure 40: GPG in average hourly earnings – part-time, by enterprise size**

In terms of the GPG, the same trend is found in full- and part-time work regimes, both monthly and hourly, i.e., the pay gap in favour of men increases with the size of the enterprise but is greatest not in the 250+ enterprises but rather in those employing between 51 and 250 workers. This might be explained by the fact that this category is wider in scope and therefore has a greater degree of variability. Another observable trend is found in full-time work, in which, between 2006 and 2017, the GPG narrows slightly, but remains wide in the larger enterprises

If we look at the raw and the factor-weighted GPG, the weighted GPG is almost always higher in full-time work than the raw GPG. Furthermore, the difference is greater in the smaller enterprises. For example, in 2017 (hourly average earnings), in enterprises with 5 or less TCO, the raw GPG was 7.3 per cent, while the weighted GPG was 10.69 per cent. In enterprises with 250+ employees, the raw GPG was 19.10 per cent and the weighted GPG was 21.7 per cent.

The GPG in average hourly earnings, in the raw and factor-weighted indicator, reveals lower

differentials to those calculated for average monthly earnings.

1.2.6 By type of collective bargaining regulation instrument (IRCT)¹⁷

The analysis presented in this section deals with gender distribution by type of IRCT, and the GPG in the average monthly and hourly earnings by IRCT.

According to the data in e-Appendix A 1.2.5 and e-Appendix B 1.2.5, the collective bargaining regulation instruments ACT (*acordo coletivo de trabalho* – collective labour agreement) and CCT (*contrato coletivo de trabalho* – collective bargaining agreement), both negotiable, clearly stand out in terms of coverage of female workers.

In the analysis by IRCT, the categories used are in line with those in the tables of e-Appendix A 1.2.5 and e-Appendix B 1.2.5. Of the total TCO covered, both in full-time and part-time work, the CCT is the most commonly applied IRCT (81.2

¹⁷ *Instrumentos de regulamentação coletiva de trabalho* – IRCT – (Collective Bargaining Regulation Instruments) may be negotiable or non-negotiable (Art. 2 of the Labour Code). Negotiable IRCTs include the *Contrato Coletivo de Trabalho* (Collective Bargaining Agreement), *Acordo de Adesão* (Adherence Agreement), *Acordo Coletivo de Trabalho* (Collective Labour Agreement), *Acordo de Empresa* (Company level agreement), and the voluntary *Decisão Arbitral* (Arbitration Ruling). The non-negotiable IRCT are the *Portaria de Extensão* (Extension Act), *Portaria de Condições de Trabalho* (Working Conditions Act), and the compulsory or necessary *Decisão Arbitral* (Arbitration Ruling).

per cent of full-time TCO covered by IRCT, and 89.3 per cent in the case of part-timers). In 2017, it was among part-time workers that the GPG was widest.

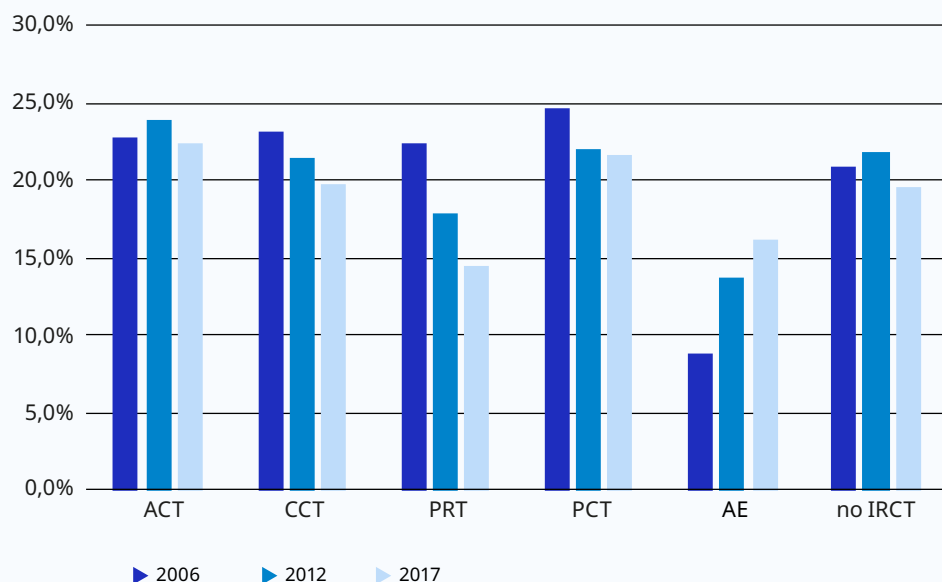
Also noteworthy is the fact that, in the case of full-time workers, about 13.4 per cent were not covered by any IRCT, while in part-time work the figure is 10.2 per cent. This proportion grew over the period studied (it was 7.3 per cent in 2006 for full-time workers), due to the impact of the crisis and austerity measures on collective bargaining.¹⁸

With regard to earnings, men's average hourly earnings reached the maximum amounts in the case of workers covered by a collective labour agreement – ACT (*acordo coletivo de trabalho*). Women's average earnings for both work regimes are highest when the regulatory instrument is a company-level agreement – AE – (*acordo de empresa*), although this instrument affects little

more than 3 per cent of full-time female workers covered by an IRCT (0.7 per cent for part-time). These figures might be partly explained by the fact that a large number of AE are celebrated in public participation enterprises (including public enterprises).

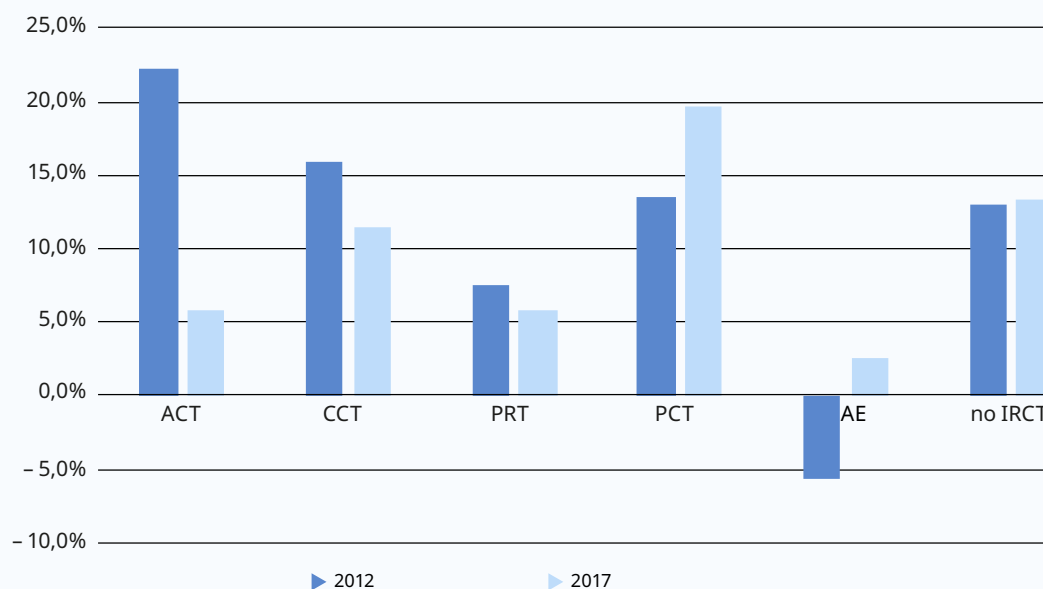
In the case of full-time work (figure 41), coverage by an IRCT appears not to necessarily have any effect on the GPG. In 2017, among workers not covered by an IRCT there is less factor-weighted GPG than among those covered by an ACT, CCT or PCT (*Portaria de Condições de Trabalho* – Working Conditions Act) or RCM (*Resolução do Conselho de Ministros* – Council of Ministers' Resolution). In terms of temporal evolution, the trend was towards a decrease in the weighted GPG in most of the IRCT, with the exception of AEs, where the indicator increased to the disadvantage of women, and presented factor-weighted GPG values significantly lower than those for the other IRCT.

► **Figure 41: GPG in average hourly earnings – full-time, by IRCT**



Source: Calculations based on Employment Records, GEP-MTSSS

¹⁸ One example of such measures was the non-extension of the collective regulatory instruments, by administrative order, in the context of the Economic and Financial Assistance Programme, which severely impacted on the number of extension acts (*portarias de extensão*) issued. This resulted in a sharp decrease in the potential coverage rate of the annually published IRCT, thus contributing to the wage restraints at the time (Dray, G. et al, 2016).

► **Figure 42: GPG in average hourly earnings – part-time, by IRCT**

Source: Calculations based on Employment Records, GEP-MTSSS

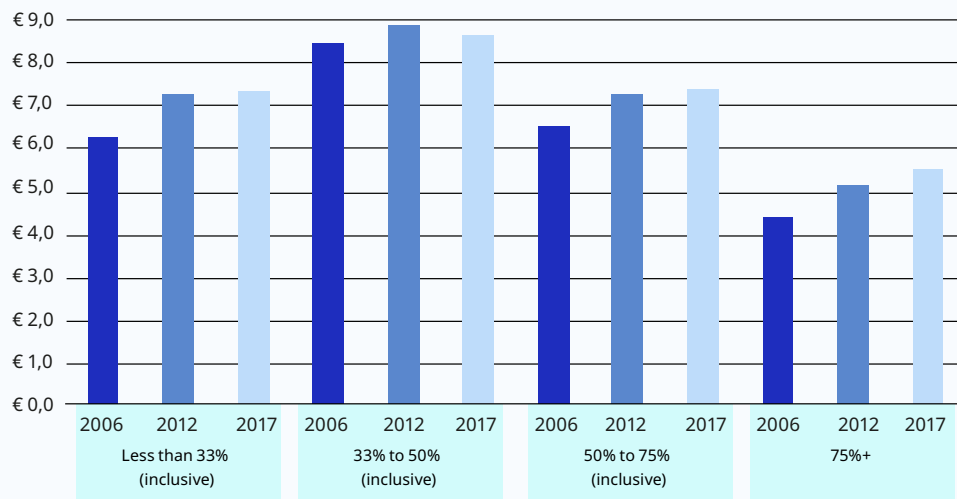
Regarding full-time work (figure 41), there was more heterogeneity between the instruments and also the temporal evolution of the weighted GPG. The AE, however, with their poor representation levels, stand out for low rates of factor-weighted GPG, which even reached negative levels in 2012 in the case of part-time work, i.e., that year it presented a pay gap that needs to be understood. The ACT and CCT show higher factor-weighted GPG rates in 2012. However, in the period studied, the weighted GPG narrowed substantially among workers covered by ACT and CCT but grew in the case of the PCT and RCM – working conditions acts that are non-negotiable instruments. In 2017, the latter revealed wider gender pay gaps in part-time work. It is also worth noting that in 2017, the weighted GPG for average hourly earnings in full-time work showed a sustained decrease in practically all the IRCT, with the exception of the AE.

1.2.7 Degree of feminization of the labour force

To analyse the GPG by degree of feminization of the labour force four categories have been used: enterprises in which the proportion of women is greater than 75 per cent; enterprises where it is between 50 per cent and 75 per cent; those where women make up between 33 per cent and 50 per cent; and establishments where the degree of feminization is less than 33 per cent. These are detailed in the tables in e-Appendix A 1.2.6 and e-Appendix B 1.2.6. The analysis in this section focuses on the differences between average earnings according to the extent of feminization in the enterprises and seeks to understand how different degrees of feminization are linked to different average wage rates for the TCO in those enterprises.¹⁹

¹⁹ The weighted GPG will not be analysed in this section since the grouping of enterprises by degree of feminization could potentially distort the interpretation of the data, particularly at levels where there is a heavy or weak predominance of men and women, and where men and women are likely to cluster around very different occupational categories. For this reason, the approach used is the one followed in the Global Wage Report (ILO, 2019), which examines average hourly wage by degree of feminization in 23 countries (2019: 75).

► **Figure 43: Average hourly earnings by degree of feminisation of the workplace – full-time**



Source: Calculations based on Employment Records, GEP-MTSSS

When we look at the degree of feminization in the four categories in 2017, we see that 40 per cent of women work in enterprises where the extent of feminization is above 75 per cent, and 30.5 per cent work in enterprises where the degree of feminization is between 50 per cent and 75 per cent. This means, therefore, that 70 per cent of women work in feminized or highly feminized enterprises.

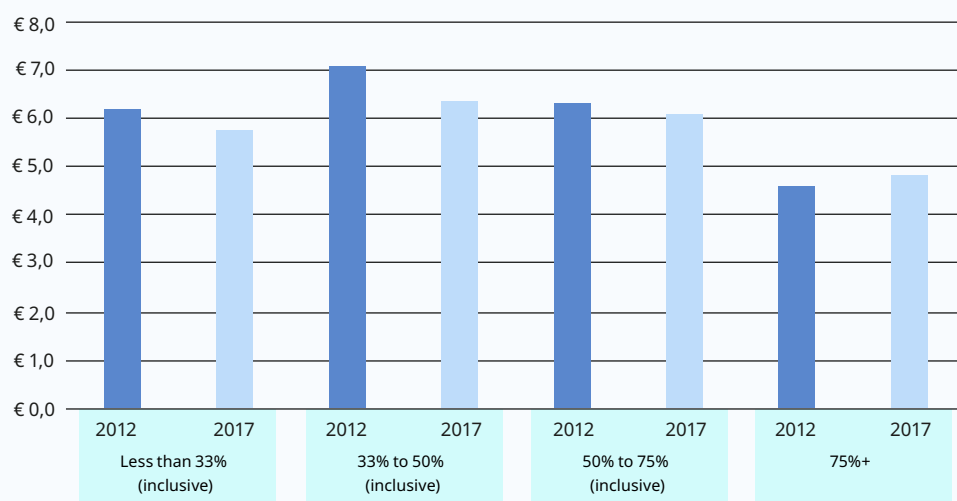
It is clear that in enterprises with a predominantly female labour force, both average part-time and full-time earnings are generally lower than in enterprises with a lower degree of feminization (figures 43 and 44). This means that men tend to work in enterprises where the wages are higher. These differences could be partly due to asymmetries in labour productivity or to the labour income share received by workers in enterprises and sectors where either men or women predominate, or even to the value attached to labour in enterprises that are feminized to a greater or lesser degree, as the ILO's report suggests (2019: 77). However, more data is required in order to better understand the influence of these variables (see Box 2). On the other hand, the distribution of men and women across occupations and sectors is not far removed from the persisting

differences between girls' and boys' educational backgrounds and specialization choices, which later impact on their careers and the economic sectors in which they will later work (see Section 1.1.1).

Figures 43 and 44 also show that the highest average hourly earnings are found in the enterprises where feminization rates are closest to 50 per cent, i.e., where gender distribution is more balanced. However, both in part-time and full-time work, the highest earnings are found in enterprises where the degree of feminization is between 33 and 50 per cent, i.e., where women are a minority, but still represent more than a third of the labour force.

For both full-time and part-time work, average hourly earnings are lowest in the highly-feminized enterprises with over 75 per cent of female workers. In the time span studied, earnings rates for both work regimes have risen. In the case of part-time work (figure 44), however, this improvement in pay did not occur in workplaces with lesser degrees of feminization, where some decreases appear, and this led to a measure of convergence in earnings across the degrees of feminization.

► **Figure 44: Average hourly earnings by degree of feminisation of the workplace – part-time**



Source: Calculations based on Employment Records, GEP-MTSSS

1.2.8 Economic sector

The findings by economic sector are disaggregated in accordance with the categories referred to in the tables in e-Appendix A 1.2.7 and e-Appendix B 1.2.7.

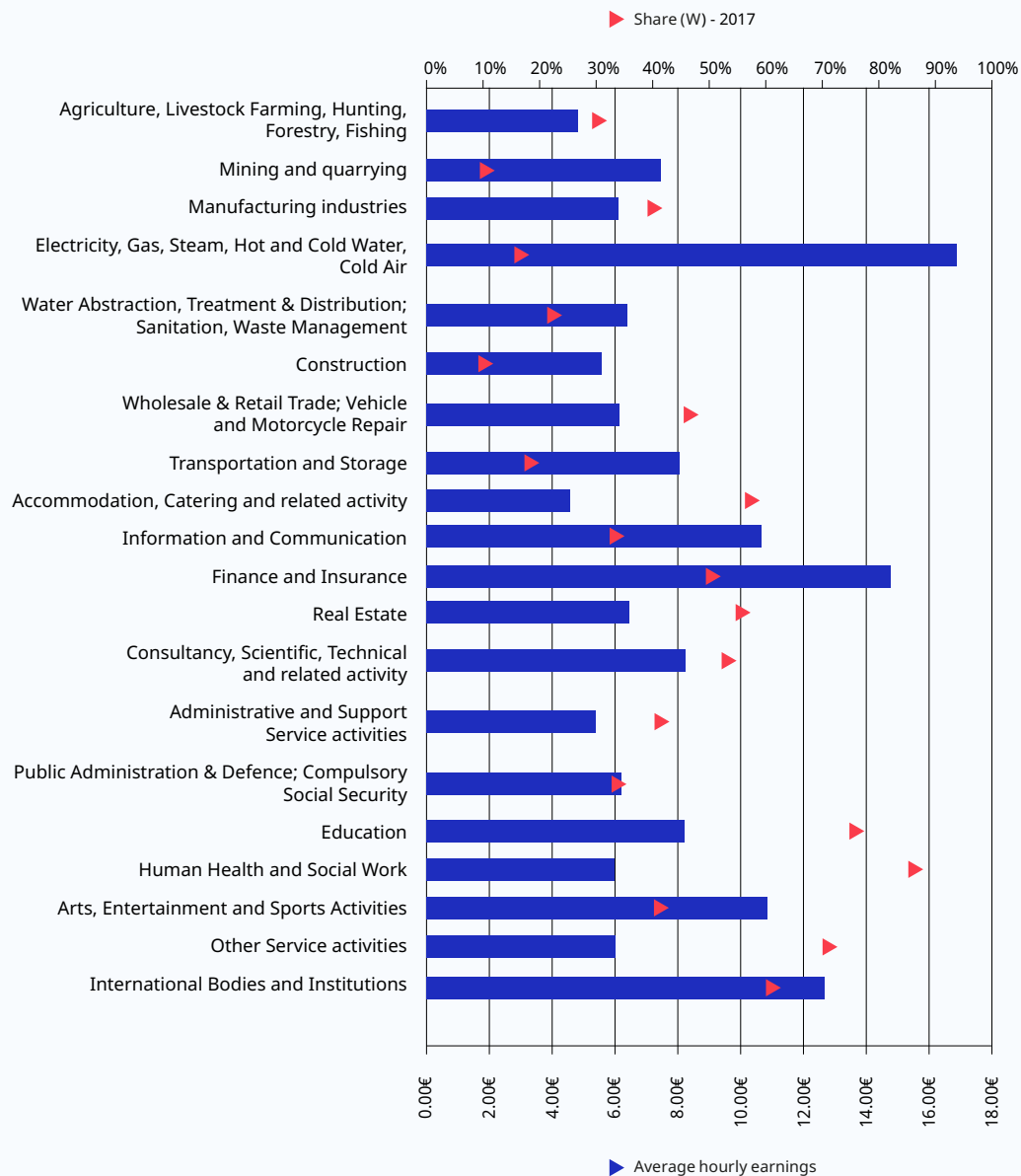
Under the scope of full-time work, the proportion of women in the total TCO is highest in the cases of the “Human health and social work” and “Education” sectors, in which their shares are over 86 per cent and in the region of 76 per cent respectively. These are followed by the “Other service activities” sector, in which the proportion of women is 71 per cent (figure 45). Very few changes in these figures occurred in the three periods analysed (2010,²⁰ 2012 and 2017). The male-dominated sectors are “Mining and quarrying” (90 per cent), “Construction” (89 per cent) and the “Electricity, gas, steam, hot and cold water, cold air” (83 per cent). In 2017, the highest average hourly pay was in the latter sector, in which women are under-represented. This was followed by the “Finance and insurance” sector, where there is a more even gender distribution

(in the region of 50.3 per cent women). The lowest paying sectors were “Accommodation, catering and related activity”, where women make up more than half the labour force (57 per cent), followed by the male-dominated “Agriculture, Livestock Farming, Hunting, Forestry, Fishing” sector (70 per cent men).

In view of the high female participation rate in part-time work, they predominate in numerous sectors, especially in “Administrative and support service activities”, one of the lowest paid sectors, and, just as in full-time work, in the “Human health and social work” sector (figure 46). The “Construction” and “Transport and storage” sectors are male dominated.

The highest average hourly rate for part-time work is in the “Education” sector, followed by the male-dominated “Electricity, gas, steam, hot and cold water, cold air” sector. This contrasts with the situation in full-time work in the “Education” sector, where women predominate (61 per cent). Here the reverse is true, there are more men, and it is the sector in which earnings are highest. This

²⁰ In light of the revision of the CAE (economic activities classification) in 2007 and the CPP (occupational classification system) in 2010, the year 2010 was chosen as the start-off point.

► **Figure 45: Average hourly earnings (€) and share of female workers by economic activity sector in 2017 – full-time**

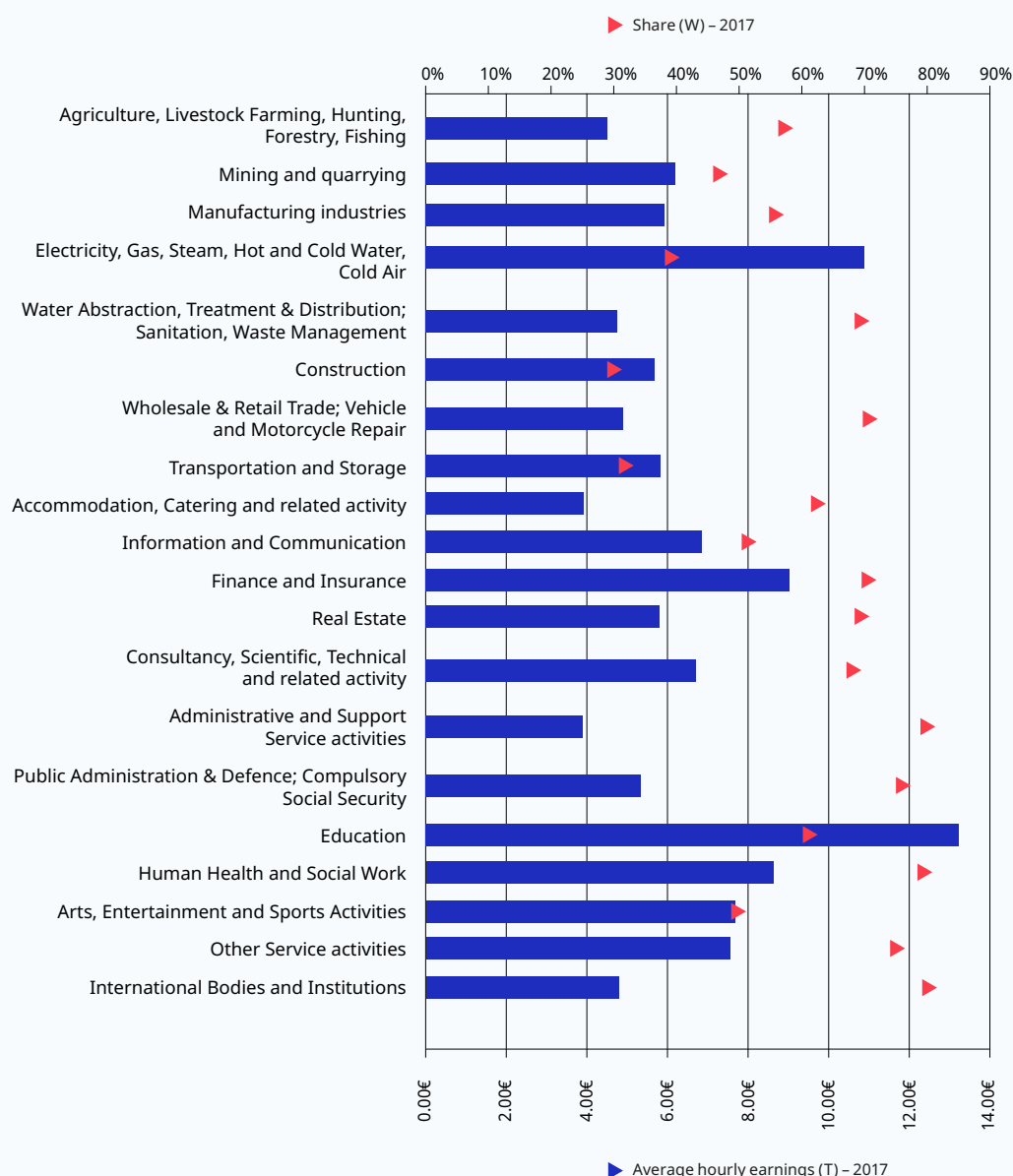
Source: Calculations based on Employment Records, GEP-MTSSS

result might be somewhat distorted by the lower numbers of men on better paying grades.

With regard to the GPG (figure 47), for full-time employees the factor-weighted GPG in average hourly earnings is greatest in the “Arts, Entertainment and Sports Activities” sector, where the proportion of women is on some 30

per cent. This is followed by “Manufacturing industries” where women make up 40 per cent of the labour force. In the highest paying sector (“Electricity, gas, steam, hot and cold water, cold air”), the weighted GPG was relatively low in 2010, but increased substantially between 2012 and 2017. Another of the well-paying sectors,

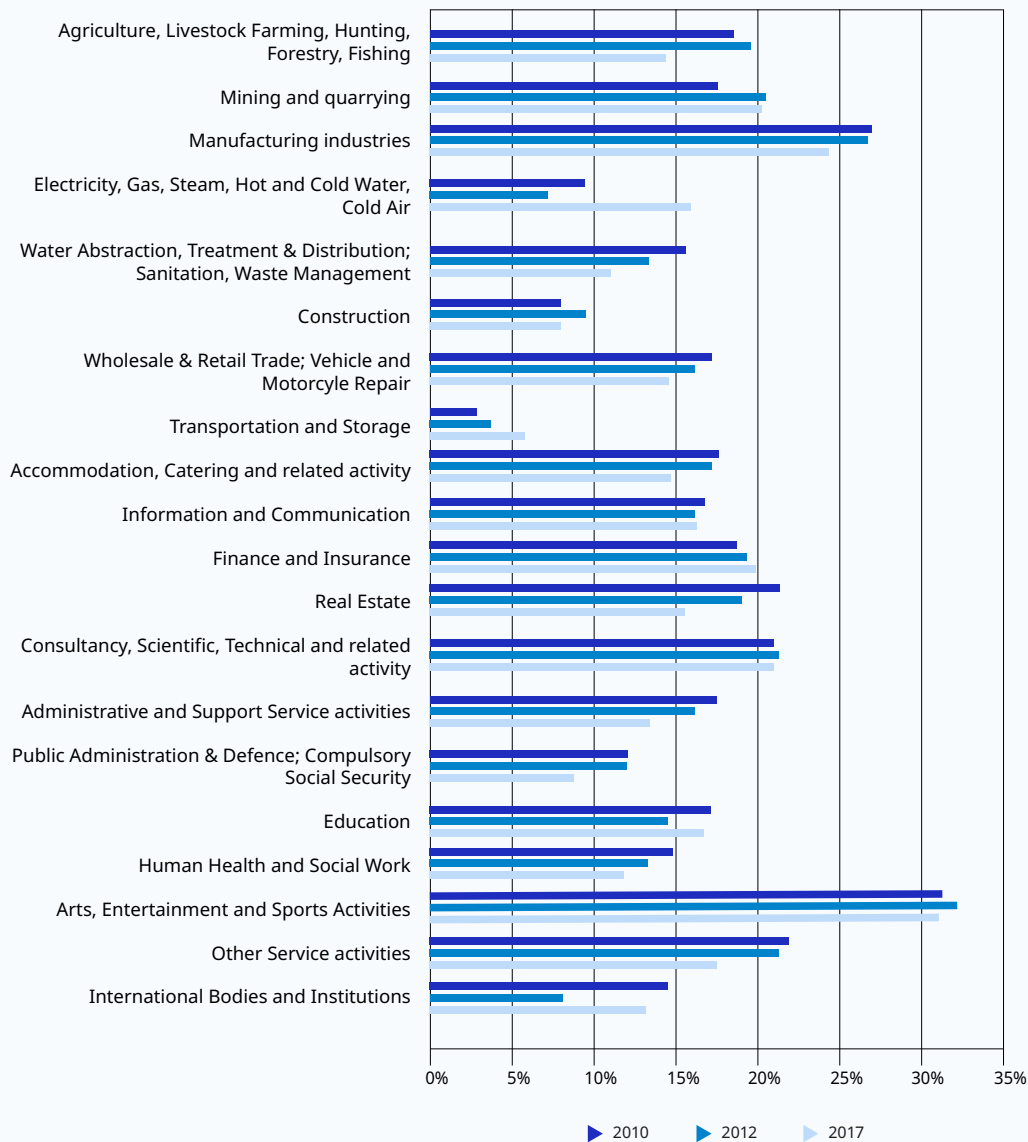
► **Figure 46: Average hourly earnings (€) and proportion of female workers by economic sector**



Source: Calculations based on Employment Records, GEP-MTSSS

“Finance and insurance”, shows an above average factor-weighted GPG, with an upward trend during the period examined. The lowest paying sectors (“Agriculture, livestock farming, hunting, forestry, fishing” and “Accommodation, catering and related activities”) also reveal significant weighted GPG, at close to 15 per cent.

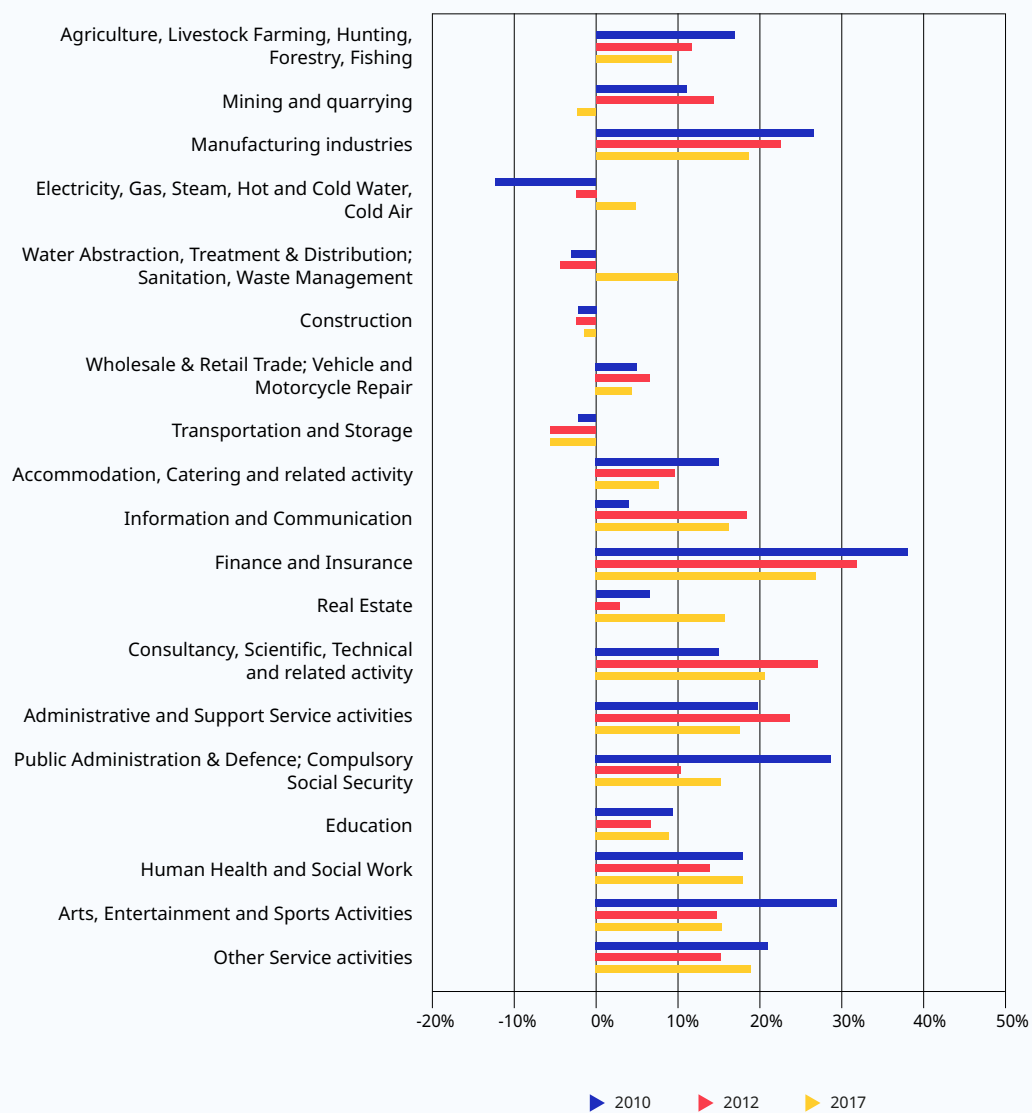
The systematically negative values for factor-weighted GPG in average hourly earnings for part-time work (figure 48) in the “Construction” and “Transport and storage” sectors is noteworthy, and this did not change significantly in the three time frames analysed (2010, 2012 and 2017). These are also the sectors with lowest

► **Figure 47: GPG by economic activity sector in 2010, 2012 and 2017 – full-time**

Source: Calculations based on (Employment Records), GEP-MTSSS

female participation, which suggests that the women working therein engage in tasks requiring higher skills levels, thereby contributing to narrowing the GPG. In the context of part-time work, the most significant GPG is found in the “Finance and insurance activities” sector, with a tendency to narrow over the three time frames. This is followed by “Consultancy, scientific, technical and related activity”, which showed the second

widest weighted GPG in 2017, when it reached a worse level than in 2010. The sectors in which average earnings are highest reveal relatively low weighted GPG. This is the case in “Education” and “Electricity, gas, steam, hot and cold water and cold air”. In the latter sector, in which the proportion of women TCO is low, the weighted GPG was negative in 2010 and 2012.

► **Figure 48: GPG by economic activity sector in 2010, 2012 and 2017 – part-time**

Source: Calculations based on Employment Records, GEP-MTSSS

1.2.9 For-profit private sector vs non-profit private sector

For this section, employers have been classified in two categories: the for-profit private sector and the non-profit private sector.²¹ The results of the empirical analysis are in e-Appendix A 1.2.8 and e-Appendix B 1.2.8.

The for-profit private sector is by far that which employs the most full-time TCO, with about 86.4 per cent in 2017, followed by the non-profit private sector (10.8 per cent).²²

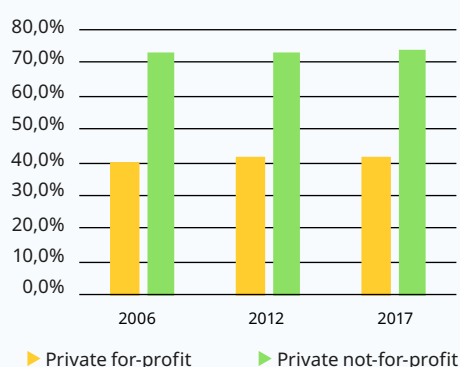
Analysis of the proportion of women in the total labour force in each sector reveals that proportions differ for full-time work, while this is not the case for part-time work (figures 49 and 50). The proportion of female full-time workers in the for-profit sector is far smaller than in the non-profit

sector, which includes more feminized occupations. In 2017, the proportions were in around 74 per cent and 40 per cent respectively. In the case of part-time work, the differences between the sectors are not significant, and only two periods – 2012 and 2017 – are compared.

With regard to the GPG, the factor-weighted GPG is significantly wider for full-time work in both the for-profit and non-profit sectors. Furthermore, there is a noticeable difference between the sectors insofar as, in the non-profit sector, there is a greater weighted GPG, which is always above 30 per cent in the three years examined.

Once again, we are examining two years – 2012 and 2017 – in relation to part-time work (figure 52). There is a noticeable decline in the weighted GPG in the for-profit sector, dropping from 15.99 per cent in 2012 to 12.12 per cent in 2017. In the non-profit private sector, however, the reduction is negligible.

► **Figure 49: Percentage of women – full-time, by sector**



Source: Employment Records, GEP-MTSSS

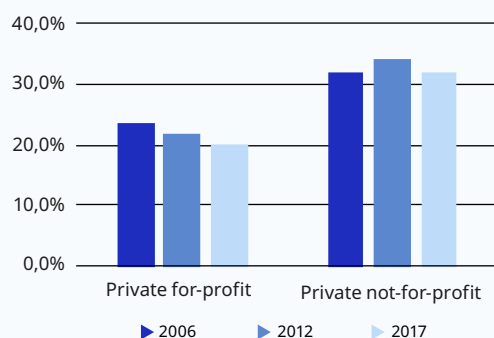
► **Figure 50: Percentage of women – part-time, by sector**



21 The public sector has been excluded from this analysis since it represents such a residual proportion of employees that it could distort the findings. The respective values are, however, contained in Annexes A 1.2.11 and B 1.2.11 (see footnote 28).

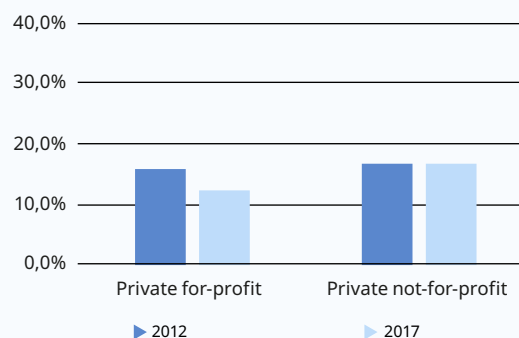
22 The *Quadros de Pessoal* – QP – (Employment Records) do not cover all public sector employees, since the *Relatório Único* (Single Report) on which the QP data are based, is not required from services and bodies where only workers with public service employment contracts (*Regime do Contrato de Trabalho em Funções Públicas*) are employed. Therefore, public sector workers covered by the QP have been excluded from this analysis.

► **Figure 51: GPG in average hourly pay – full time, by sector**



Source: Calculations based on Employment Records, GEP-MTSSS

► **Figure 52: GPG in average hourly pay – part-time, by sector**



► 1.3 Decomposition of the gender pay gap

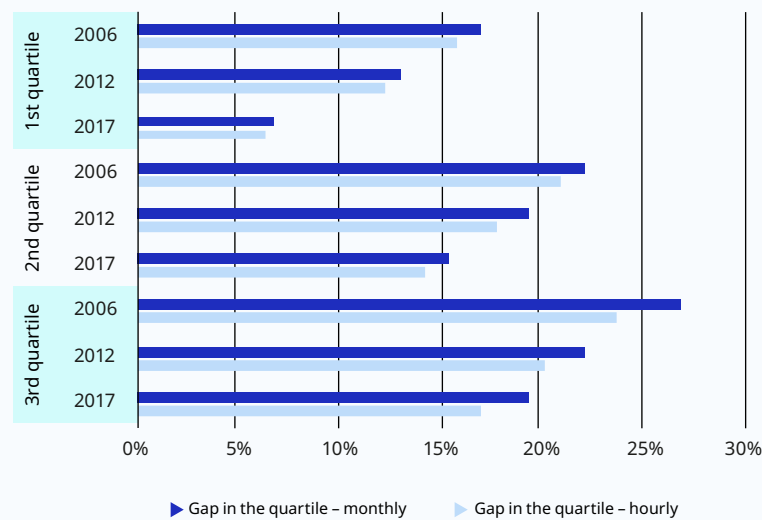
More detailed results of the empirical analysis carried out in this subchapter have been included in e-Appendix A 1.3 and e-Appendix B 1.3. Analysis of the figures obtained for the GPG (figures 53 and 54) shows that, globally, they are lower in hourly earnings than in monthly earnings where full-time employees are concerned. In the case of part-time work, this is only found to be true in the first quartile. The figures for the GPG in the second and third quartiles are quite divergent, especially in the third quartile, in which the GPG in hourly earnings is significantly higher than the GPG in monthly earnings, although this asymmetry decreased during the time span of the study. In the full-time work, figures for the GPG rise from the first quartile onwards, indicating greater gender pay gap in

higher earnings brackets, both in monthly and hourly earnings. This pattern does not appear in the figures for part-time work.

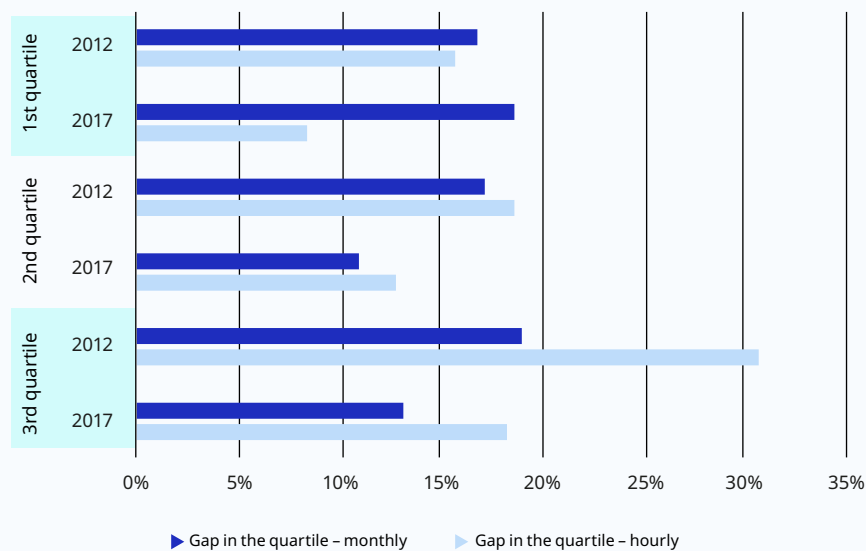
The decomposition of the GPG follows the procedure described in the methodological note and in the synthesis in Box 2 below.²³ This decomposition is different for monthly and hourly earnings.

Let us first look at monthly earnings. On examination of figures 55 and 56, the significant distinction between the decomposition of the GPG in full-time and part-time work is evident: the size of the explained component of full-time earnings distribution is substantially bigger in all the quartiles than in part-time.

²³ In the study by Boll and Lagemann (2018), findings for Portugal regarding this decomposition are also provided, although based on a different decomposition technique to the one used in this report.

► **Figure 53: GPG in average monthly and hourly earnings – full-time**

Source: Calculations based on Employment Records, GEP-MTSSS

► **Figure 54: GPG in average monthly and hourly earnings – part-time**

Source: Calculations based on Employment Records, GEP-MTSSS

Furthermore, the unexplained component of the GPG is more in evidence in the higher earnings bracket in full-time work, but is globally far less significant in part-time work, in which women

are heavily represented. In part-time employment, in 2017, the explained component of the GPG in monthly earnings is almost non-existent in the first two quartiles.

► Box 2: Decomposition of the gender pay gap

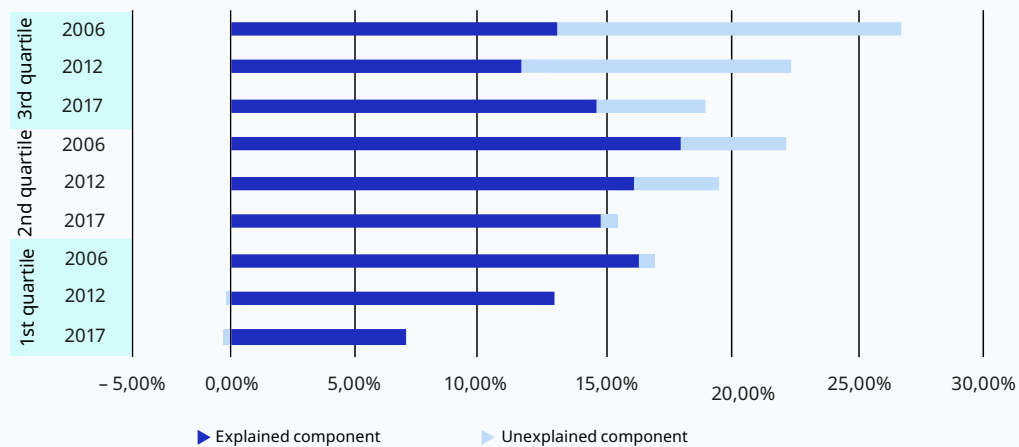
The first step is to select a set of attributes and characteristics of the labour market, i.e., observed indicators in survey data, selected on the basis of their relevance in the wage determination process (that may include such variables as age, education, years of experience, contractual conditions, occupational category, size of the firm, public or private sector).

In the second step, econometric techniques are applied, using the observed attributes or characteristics, to generate a counterfactual wage distribution which represents the wages that women would have earned had they received the same returns for their attributes and characteristics as men. Once the counterfactual distribution is econometrically computed, we have three wage distributions: the wage distribution for men, the wage distribution for women and the counterfactual wage distribution for women. The three distributions can be compared at any of their quantiles, for example at the median. Let us say that at the median the hourly wage for men is 10 coins and that for women is 6 coins: this means that at the median the gender pay gap is 40 per cent. Let us also assume that at the median the counterfactual hourly wage equals 9 coins: this represents the median wage that women would have earned if, for their actual “average” endowments and attributes, they were paid the same as men are paid for their attributes at the median. Here the word “average” is important because it denotes approximately the same endowments, implying that in a comparison of several indicators, women (or men) can have more or less of one or more attributes (for example, more education but fewer years of experience). Going back to the comparison, the distance between what men get (10 coins) and what women would have got given their labour market characteristics had they been men (9 coins) is explained by the difference in attributes. The rest, namely the difference between what women would have got, given their labour market characteristics, had they been men (nine coins) and what they actually get (6 coins) cannot be explained by attributes or endowments. Therefore, the difference between what women should get for their endowments (age, education and length of service) i.e., 9 coins, and what they actually get (6 coins) is attributable to the fact that women are getting lower returns from their labour market endowments and characteristics at the median; this difference is called the unexplained or structural part of the gender pay gap, which in the example above is three coins. In sum, the hypothetical example illustrates a situation where the total gender pay gap at the median can be decomposed into two parts: the explained part (40 per cent) and the unexplained part (30 per cent).

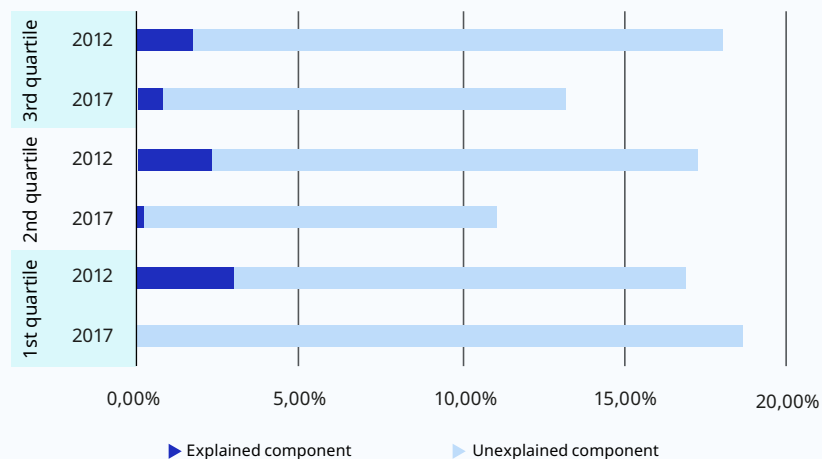
The third and final step in the decomposition consists in applying a type of regression analysis, known as unconditional quantile regression, to each quantile. This quantifies how much each of the attributes contributes to each of the two parts of the gap, the explained and the unexplained. A positive contribution from a given endowment to the explained part implies that, compared to women, men have more of a particular endowment that is well rewarded at that quantile. For example, on average men may have more education – or the more relevant type of education – than women at that quantile. A negative contribution implies that women have more of such attributes or endowments compared to men (and hence should in principle be better paid than men).

In the decomposition described in the Global Wage Report, the unexplained part is positive when the returns that women should get from their endowments and attributes are higher than what they actually get. Alternatively, it might be that the unexplained part of the gender pay gap is negative. This would reflect a situation where women are getting returns that are above those that they should get on the basis of their labour market endowments and attributes.

Adapted from Global Wage Report 2018/19 (ILO, 2019)

► **Figure 55: Decomposition of the GPG in average monthly pay – full-time**

Source: Calculations based on Employment Records, GEP-MTSSS

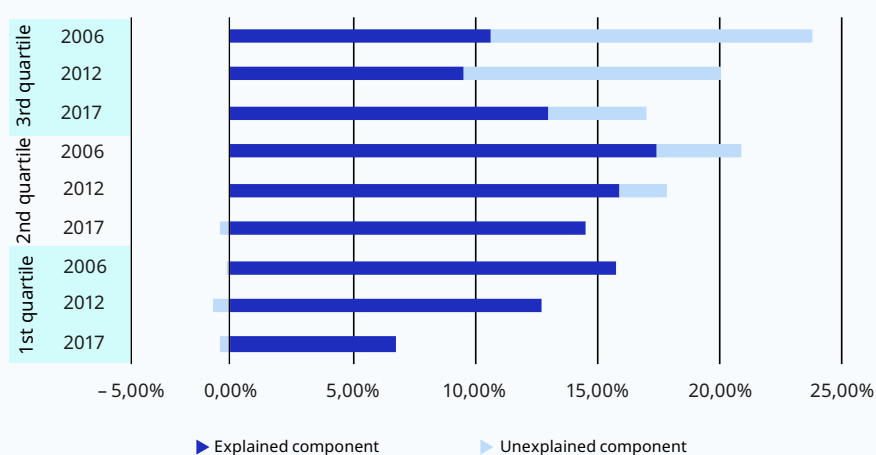
► **Figure 56: Decomposition of the GPG in average monthly pay – part-time**

Source: Calculations based on Employment Records, GEP-MTSSS

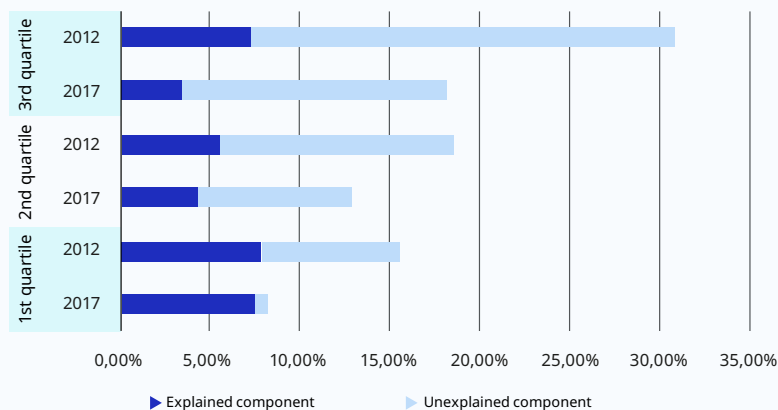
All the results obtained for the two types of work regime indicate a pay gap in favour of men, which tends to decrease over the years examined (with the exception of the first quartile for part-time work).

Figures 57 and 58 show the values obtained for the decomposition of the GPG in hourly earnings (e-Appendix A 1.3 and e-Appendix B 1.3)

Just as before, the unexplained part of the GPG in average hourly earnings is greater in part-time than in full-time work. In fact, in the latter type of work there are occasionally values for this unexplained component that are marginally negative, namely in the first and second quartiles (2017). Also evident in the full-time regime is the fact that the unexplained part of the GPG in more

► **Figure 57: Decomposition of the GPG in the average hourly rate of pay – full-time**

Source: Calculations based on Employment Records, GEP-MTSSS

► **Figure 58: Decomposition of the GPG in the average hourly rate of pay – part-time**

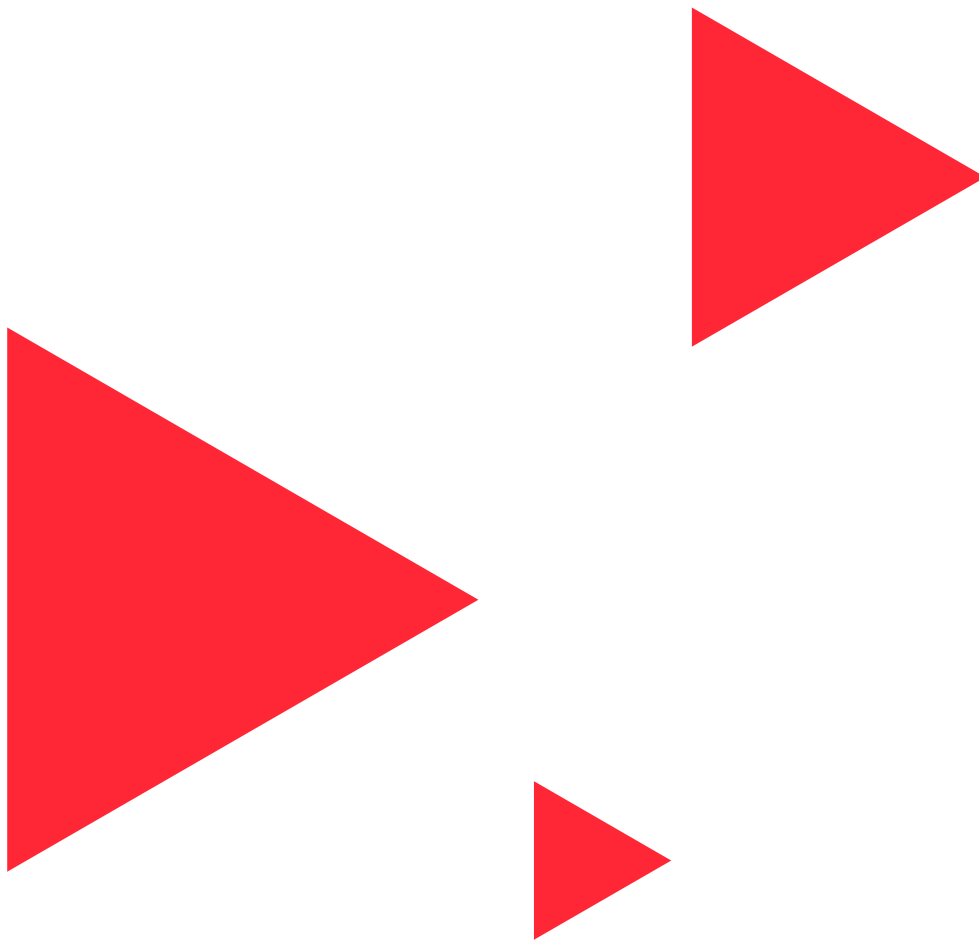
Source: Calculations based on Employment Records, GEP-MTSSS

significant in the third quartile of hourly earnings distribution, as in both the first and second quartiles this component does not exceed 3.55 per cent.

The global trend found is towards a reduction in the unexplained component of the GPG, suggesting that, with the changes occurring in the labour market, progress has been achieved in

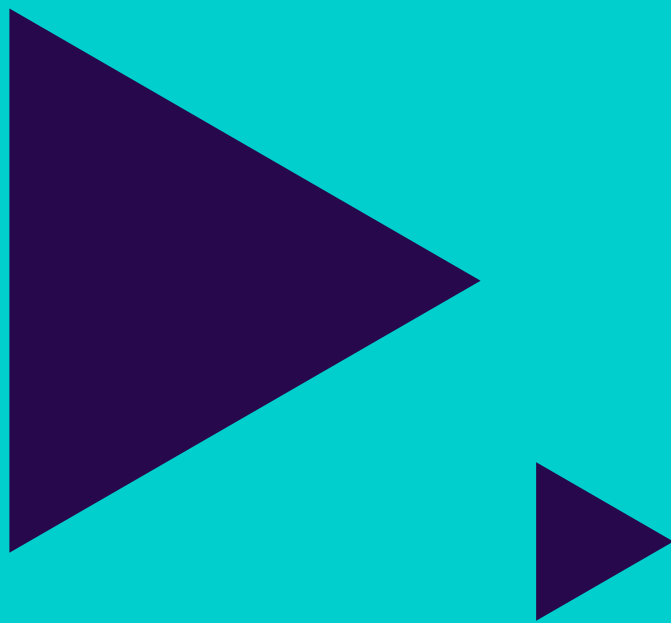
gender equality promotion, as women play an increasing role in response to the economic crisis, and the skills levels of the younger generations of men and women entering the labour market for the first time improve. Greater visibility of this subject area has also contributed to change, e.g., through legal and political initiatives, as described in Appendix 1.

Overall, the main areas of concern in relation to a sizeable unexplained component of the GPG are centred around part-time work and the higher earnings levels of full-time work.





National context: The past 20 years





► 2.1. Evolution of the political, legal and institutional frameworks

2.1.1. Evolution of the equal pay principle (main legal instruments)

2.1.1.1. From 1960 to 1980

Portugal is unique in the context of Europe, for having established, back in the 1970s, a tripartite mechanism – the Comissão para a Igualdade no Trabalho e no Emprego – CITE – (Commission for Equality in Labour and Employment – see Box 1), whose mission is “to refine the concepts of equal work and of equal value, so as to avoid upsets to the economy, while never losing sight of the overarching objective of real de facto equality between men and women in terms of the totality of the material conditions that surround the provision of labour” (Ferreira and Monteiro, 2013). The country appeared to be on a par with northern European countries, with longer experience in equality promotion, such as Denmark, Iceland, Norway and Sweden that in 1976, 1978, 1979 and 1980, respectively, “created institutional structures, study groups, advisory bodies, consultative bodies and legal services to work on gender discrimination in employment issues” (Ferreira and Monteiro, 2013).

This particularity, combined with the political, legal and institutional framework that came into being, set the cornerstones of a robust juridical structure that, influenced by ILO Conventions and European Union directives, placed the country in an honourable position vis-à-vis the body of legislation on promoting equality at work.

In 1967, Portugal ratified the ILO Convention (No. 100) – on equal remuneration for men and women workers for work of equal value.¹ This term, however, was not used in the 1976

Portuguese Constitution (the first Constitution of the democratic period), in spite of the progress it represented in this domain. The right to equal pay for equal work was, in fact, enshrined in Article 53, Point a), and the State’s responsibility for ensuring equal opportunities in the choice of occupation and type of work, and that sex does not limit access to any position, job or occupational category is provided by Article 52, Point c).²

It was only in the late 1970s that reference to “equal work or work of equal value” was introduced in the Portuguese juridical framework, when legislation came into force via Decree Law 392/79 of 20 September. This law, known as the “Equality Law”, prohibited gender discrimination and promoted gender equality at work, in employment and vocational training.

2.1.1.1. From 1980 to 2000

Almost a decade later, Decree Law 426/88 of 18 November, would address the equal pay principle and regulate gender equality in the Public Administration.³ In an effort to strengthen legislation, Law 105/97 of 13 September defines indirect discrimination and states explicitly that “considerable disproportion between the share of employees of one sex working for an employer and the share of workers of the same sex existing in the respective branch of activity” could be an indication of discriminatory practice, and places on the employer “the onus of proving the inexistence of any such discriminatory practice, criteria or measure on grounds of sex” (Article 5).

In the realm of policies, which will be dealt with in more detail in the following point, the first instrument “that attempted to integrate the gender perspective in all economic, social and cultural policies” (CESIS, 1999) was the *Plano Global para a*

¹ Our emphasis.

² <https://dre.pt/web/guest/pesquisa/-/search/369814/details/maximized>

³ <https://dre.pt/pesquisa/-/search/357728/details/maximized?q=IGUALDADE+ENTRE+MULHERES+E+HOMENS> [Accessed on 26 June 2019].



© Copyright

https://www.ilo.org/wcmsp5/groups/public/---ed_protect/---protrav/---travail/documents/publication/wcms_760829.pdf

Igualdade de Oportunidades (Global Plan for Equal Opportunities), passed in 1997 by RCM 49/1997 (see Section 2.1.2). By that time, Portugal had already ratified all ILO Conventions on gender equality in the world of work that had been adopted until then,⁴ including the UN Convention on the Elimination of all Forms of Discrimination against Women (CEDAW), and had been in the EU for almost ten years.

In 1999, equality acquired ministerial status,⁵ which further consolidated the visibility and institutionalization of the political relevance of gender equality. Although the Ministry for Equality was short-lived, its creation reflected a political and social climate that was favourable to promoting gender equality.

Until 2000, and in view of European commitments in the sphere of the National Employment Plan to

respond to the European Employment Strategy,⁶ measures concentrated on women's participation in economic activity and their access to employment. This contributed to Portugal joining the ranks of the European countries with the highest full-time female employment rates, as referred to in Section 1.1.2 above. However, the outcome was different in the case of wages. The pattern of “predominantly low-skilled, poorly paid female workforce” (Ferreira and Monteiro, 2013) persisted in Portugal, in spite of rising skills levels among the country's population.

2.1.1.1. From 2000 to the present⁷

A key legislative milestone was reached at the turn of the millennium with the passing of Law 10/2001. This law instituted the *Annual Report on Equal Opportunities for Men and Women*, and deals with areas such as work, employment and

4 In 1967, ILO Equal Remuneration Convention (No. 100); in 1959, Discrimination (Employment and Occupation) Convention (No. 111); in 1985, Maternity Protection Convention (Revised) (No. 103); and also in 1985, Workers with Family Responsibilities Convention (No. 156).

5 XIV Constitutional Government 1999-2002.

6 http://publications.europa.eu/resource/ellar/214dd8b1-be8e-442f-ae94-28a34fd9846b.0009.02/DOC_1

7 See Appendix 1 for the list of main legal and political instruments relating to equal pay from 2000 to 2019.

vocational training. With the purpose of giving greater prominence and transparency to information on and understanding of the situation, to support policymaking, the Report has become a crucial tool in characterizing the evolution of gender equality at work, in employment and vocational training, based on statistical data and analysis of the legal framework and policy measures. Since Law 10/2001 was introduced, 12 progress reports⁸ have been put before the Assembleia da República (Portuguese parliament). In the reports, matters of equal pay are analysed separately in a subchapter dealing with wages, remuneration and earnings.

In the very first Report (2005), “pay inequality” was signaled as “another characteristic to be highlighted among the gender inequalities in the labour market in Portugal”. It revealed that, according to 2003 figures, “women in the private sector earn about 79.8 per cent of the average monthly remuneration received by men” (CITE, 2005).

Monitoring wages inequalities in this way facilitates political scrutiny, since the reports go through Parliament, and given Parliament’s mandate to pursue equality and non-discrimination, it obliges public bodies to enforce compliance with labour law, follow-through and evaluate policies, and improve information gathering and production.

Following the introduction of Law 10/2001 of 21 May, the more substantive legislative changes relating to gender equality at work are secured with the adoption of the *Código do Trabalho* (Labour Code) through Law 99/2003 of 27 August, which addresses equality and non-discrimination in a separate chapter (see Table 2), and Law 35/2004 of 29 July, which established its regulation.

From a legislative standpoint, the inclusion of “equality and non-discrimination” in the Labour Code (revoking other diplomas, which were then incorporated in the Code)⁹ enabled the transposition of a number of Community directives,

including Council Directive 75/117/EEC “on the approximation of the laws of the Member States relating to the application of the principle of equal pay for men and women” (Article 2 of Law 35/2004). It was also possible to refine clarification of fundamental concepts associated with the equal pay principle, namely that of “equal work”. In 1979, this was defined as “work carried out for the same employer, when the tasks performed are the same or of an objectively similar nature” and redefined in 2003 to “that in which the duties performed for the same employer are equal or objectively similar in nature, quality and quantity”.

The same occurred with the concept of “work of equal value”, which became substantively more detailed in the new version: “that which consists of a series of tasks, performed for the same employer, considered equivalent especially in terms of the skills or experience required, the responsibilities, physical and mental effort and the conditions in which the work is carried out”¹⁰ (Table 2). For the first time, efforts had been made to consider “job characteristics from a new perspective”, regardless of who carried them out, and identified four factors used to assess the value of work: skills or experience, responsibilities, effort, and working conditions. The demand for clarification of this concept from a juridical standpoint had been regarded by labour inspection authorities as vital to more precise identification of gender discrimination in remuneration (CITE, 2002).

“The ILO Committee of Experts stated that ‘In its examination of governments’ reports submitted under the Convention, the Committee has been pleased to note cases in which the principle has been applied to compare the remuneration received by men and women engaged in different occupations, such as wardens in sheltered accommodation for the elderly (predominantly women), and security guards in office premises (predominately men); or school meal supervisors (predominately women) and garden and park supervisors (predominately men). Comparing the value of the work done in such occupations, which may involve

8 The first Report was in 2005. Between 2006 and 2008, a single Report was presented. From 2009 onwards, as established in Law 10/2001, the Government sends the Report to parliament annually, by the end of each legislative session.

9 Decree Law 392/79 of 20 September, known as the “Equality Law”, which created the CITE, and Law 105/97 of 13 September, on equality at work and in employment.

10 Our emphasis.

different types of qualifications, skills, responsibilities or working conditions but which is nevertheless work of equal value overall, is essential in order to eliminate pay discrimination which results from the failure to recognize the value of work performed by men and women free from gender bias.” (Oelz, Olney and Tomei, 2013).

The 2003 Labour Code was revoked in 2009 by Law 7/2009 of 12 February. Among various other Community Directives, the new Code transposed Directive 2006/54/CE of the European Parliament and of the Council.¹¹ It maintained the description of the same concepts that, in the Labour Code in force since 2004, sought to implement the equal pay principle (see Table 2).

One of the important changes was to the wording of Article 32, which specifies that “all employers are required to keep, for a period of 5 years, records of recruitment processes launched, disaggregated by sex of candidates. The records must include information on invitations for available positions; employment advertisements; number of candidates for CV appraisal; number of candidates called for pre-selection interviews; number of candidates awaiting recruitment; admission or selection test results; social assessments undertaken to assess possible gender discrimination in access to jobs, training, promotion and working conditions”.

Ordinance 55/2010 of 21 January specifies that the information in the Single Report must be provided by all employers, in order to facilitate data gathering and enable the detection of any gender-based discrimination in access to employment and in working conditions.

More recently, in relation to the application of the equal pay principle, Law 60/2018 of 21 August, which entered into force on 22 February 2019, enshrined “measures to promote equal remuneration between men and women for equal work or work of equal value”. This was the first ruling that

explicitly and exclusively addressed the promotion of equal pay for equal work or work of equal value. The law extended the mandate of two MTSSS (Ministry of Labour, Solidarity and Social Security) departments that have special responsibilities in the application of labour law: the working conditions inspectorate – ACT (*Autoridade para as Condições do Trabalho*) (see Box 5), and the body responsible for equality and non-discrimination in employment – CITE (*Comissão para a Igualdade no Trabalho e no Emprego*).

CITE would now be responsible, on the request of a worker or trade union representative, for formulating a binding opinion on the existence of gender discrimination on wages, in cases concerning equal work or work of equal value (see Box 4). The law protects worker complainants from dismissal or other sanctions. It is CITE's role to ensure compliance with the Law, and for the courts to report back to CITE on all final sentences passed down for discrimination.

The law further proposes improvements to the available statistical data and making it more transparent in order to facilitate its application. It gives this responsibility to the Strategy and Planning Office within the MTSSS – GEP (*Gabinete de Estatística e Planeamento*), the department with competencies in the production of statistical results, the development and issue, in the first semester of each year, of a general and sectoral GPG Barometer,¹² as well as an Audit of gender pay gaps by enterprise, occupation and skills levels (see Box 6). It is expected that the information in the Barometer and Audit will be sent, ensuring data protection safeguards are in place, to the inspectorate – ACT – and made available on the GEP's website.¹³ In view of the transitional provisions enshrined in the law (Art. 18), the Audit is expected to be published for the first time in the year following the entry into force of the respective Law, i.e., 2020.

11 In 2006, the principle of equal pay for equal work or work of equal value was incorporated and reaffirmed in the Directive on the implementation of the principle of equal opportunities and equal treatment of men and women in matters of employment and occupation (substituting Directive 75/117/CEE).

12 The first General and Sectoral GPG Barometer was released in June 2019 at an International Seminar on Equal Pay and is available on the website mentioned above. The second edition of the Barometer was issued in March 2020.

13 Available at: <http://www.gep.mtsss.gov.pt/trabalho#igualdade+remunerat%c3%b3ria> [Accessed on 4 July 2019].

► **Box 3: Gender Pay Gap Barometer - Portugal**

The Barometer (of gender pay gap) is intended as a tool to help study, assess and promote equal pay between men and women for work of equal value, and was created under Law no. 60/2018, of 21 August.

The data sources for the Barometer are enterprises' *Quadros de Pessoal* – QP – (Employment Records). It uses the average monthly wages and, for that reason, only values associated with TCO who work full-time and who, during the month of October 2018, received full pay, are considered in the calculations. There are different ways of measuring the GPG, but the most common method is to take the mean and median wages as a reference. In the Barometer, the GPG is calculated as follows: average of women's pay/average of men's pay, without carrying out any breakdown of workers into homogeneous groups by other characteristics (such as education, occupation, skills) apart from sex.

The factor-weighted GPG is calculated, mathematically, in the same way as the GPG. However, workers are first clustered into homogeneous groups according to shared characteristics (factors) apart from gender, i.e., people in the same activity sector, same occupation, skills level, educational level, and length of service. Then the GPG is calculated for each of these groups, and these are multiplied by the "weight" of the subgroup of men and women present, taking into account their share of the total population (the group GPG/gender x proportion of men/women). Lastly, all the weighted group gender pay gaps are summed together, and the factor-weighted GPG, adjusted by the factors referred to above, is obtained.

Calculating the GPG in this way results in a more precise value, free of various objective characteristics that could influence, positively or negatively, the global GPG value (such as workers belonging to enterprises in different economic activities, having different occupations, different skills levels, different educational qualifications, or different lengths of service, i.e., aspects that could justify wage differences).

Source: <http://www.gep.mtsss.gov.pt/trabalho>

Whenever the Audit detects wage differences between men and women in a given enterprise, the department responsible for labour inspection (ACT) has 60 days in which to notify the employer that they have 120 days in which to present a plan for assessing the gender pay gap. This plan is implemented over the course of a year (12 months) and involves examining the components of the respective tasks,¹⁴ based on objective criteria so as to prevent any chance of gender bias. After this period, the employer reports the outcome of the plan's implementation, demonstrating justified pay differences and the correction of any

unjustified ones. Non-compliance with this procedure constitutes a serious offence. In 2019 and 2020 (the first two years after the Law was introduced), the requirement to submit plans applied to enterprises employing 250+ wage employees, but, from then on, it became applicable to all enterprises employing 50+ TCO.

It should also be said that, when the draft of the present Law 60/2018 was being debated in 2017, the social partners, the two equality mechanisms (CIG and CITE) and women's rights associations were heard by the Parliamentary Sub-Committee for Equality and Non-Discrimination, and by the

¹⁴ The ILO Committee of Experts stressed the importance of job evaluation: "The concept of 'equal value' requires some method of measuring and comparing the relative value of different jobs. There needs to be an examination of the respective tasks involved, undertaken on the basis of entirely objective and non-discriminatory criteria to avoid the assessment being tainted by gender bias. While the Convention does not prescribe any specific method for such examination, Article 3 presupposes the use of appropriate techniques for objective job evaluation, comparing factors such as skill, effort, responsibilities and working conditions ... Job evaluation is a formal procedure which, through the analysis of the content of jobs, gives a numerical value to each job ... For the purpose of ensuring gender equality in the determination of remuneration, analytical methods of job evaluation have been found to be the most effective." (Oelz, Olney and Tomei, 2013)

Labour and Social Security Committee.¹⁵ In spite of their different positions on the need for a new Law, they were unanimous about the fact that this was a matter to be dealt with in social dialogue settings (collective bargaining and standing committee on social dialogue).

2.1.2 Policies promoting equal pay

While equal pay rights were making good headway (see Appendix 1), from the legislative standpoint, the very persistence of its ineffectiveness (Palma Ramalho, 2005) became both a stimulus and a challenge for the equality mechanisms, especially for the CITE. Reducing and eliminating pay inequalities are only possible with public equality policies that function in different dimensions. Since the late 1970s, there have been a number of positive actions in Portugal, designed to tackle gender-based segregation and gender stereotyping and to promote the diversification of educational and occupational choices¹⁶ and facilitate more female participation in courses in traditionally male-dominated areas.¹⁷

Furthermore, while the Global Plan for Equal Opportunities (1997),¹⁸ referred to above, did not specifically address the gender pay gap, its objective was “to create in the CITE an observatory for monitoring the issue of equality in *Instrumentos de Regulamentação Coletiva de Trabalho* (Collective Bargaining Regulation Instruments), in order to detect and prevent direct and indirect discrimination, and also to encourage the introduction of positive actions and promote a new enterprise and equality culture. In order to achieve these ends, there needs to be awareness-raising among trade union and employers’ negotiators.”

In the short time in which it has been functioning, the observatory has undertaken “an examination of collective agreements that are in force in private and cooperative education, and in fish canning and textiles, which are highly feminized sectors. The choice of these sectors was based on the fact that inequality, especially the gender pay gap, is intimately linked to labour market segregation, both horizontal and vertical” (CITE, 2004).

Between 2001 and 2009, under CITE’s coordination and/or with its involvement, different Community and international projects sought to operationalize the equal pay principle. These experiences constituted a concerted effort by this tripartite mechanism to shape public strategies, undertake in-depth research, produce working tools and test methodologies in order to operationalize a right that needed to go beyond legislative action (CITE, 2005).

Community funding provided an opportunity to test methodologies and experiment, in highly-feminized sectors, tools for identifying the gender pay gap.

The EQUAL project “Revaluing Work to Promote Equality”, which ran from 2005 to 2008, and involved a broad tripartite partnership comprising the CGTP, FESAHT, AHRESP, CITE and ACT, and the research centre, CESIS, applied a job evaluation methodology to a collective bargaining agreement, in accordance with the analytical method that makes it possible for all the requirements of a job in an enterprise to be systematically examined, evaluated and compared, using common, precise and detailed criteria. It is an analytical method based on sections and factors, recommended by the International Labour Organization (ILO, 2011). The project resulted in a Guide and a Training Handbook.¹⁹

¹⁵ The hearings are available at: <https://www.parlamento.pt/ActividadeParlamentar/Paginas/DetalheIniciativa.aspx?BID=41878>

¹⁶ The first known initiatives are those of the then *Comissão da Condição Feminina* and its Changing behaviours, a project focus on break up stereotypes and attitudes (*Mudar as Atitudes*).

¹⁷ “Between 1986 and 1989, innovative pilot projects were carried out, training girls in civil construction and metalworking and mechanics. 10 training instructors in non-traditional occupations were recruited for IEFP Job Centres.” (Lopes and Perista, 2010)

¹⁸ Council of Ministers’ Resolution 49/97, of 24 March, available at <https://dre.pt/web/guest/pesquisa/-/search/526583/details/maximized> [Accessed on 26 June 2019]

¹⁹ https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-lisbon/documents/genericdocument/wcms_651185.pdf

The Guide was designed to support organizations that wish to conduct a job evaluation method that is free from gender bias, for the purposes of: revaluing work, contributing to greater objectivity in human resource management and work organization processes, and promoting equal pay.

One of the distinctive characteristics of the Guide is that it describes a pioneering European initiative involving the construction of a methodology for assessing the value of work free from gender bias, in a specific activity sector, the Restaurant and Beverages sector, and in a context of social dialogue.²⁰ The studies promoted in 2011 and 2012 by the Trade Union Federation of Portuguese Textile, Woolens, Clothing, Footwear and Hides Workers (FESETE)²¹ also deserve mention. They focused on job evaluation and wages and were carried out in partnership with the respective employers' associations and with collaboration from the CITE. The overall aim of the studies was to evaluate jobs in the sector in order to detect and correct, through collective bargaining, any possible injustices and discriminatory practice in remuneration scales, based on the concept of work of equal value.²² The studies focused on footwear,²³ textiles and clothing²⁴ and woolens,²⁵ and came into being as a result of the "Revaluing Work to Promote Equality" project.

These intervention initiatives, which brought together trade unions, employers' organizations and other organizations with responsibility for applying labour law, constitute good practice and reflect the work of CITE "in a logic of collective transformation, characteristic of the strategy of

making equality transversal to all public policies that are directly or indirectly associated with the world of work" (Ferreira and Monteiro, 2013).

Between 2003 and 2018²⁶ five public policy instruments on promotion of gender equality, citizenship and non-discrimination were approved: National Equality Plan II (*II Plano Nacional para a Igualdade*) (2003-2006),²⁷ National Equality Plan III – Citizenship and Gender (*III Plano Nacional para a Igualdade - Cidadania e Género*) (2007 a 2010),²⁸ National Plan IV for Equality, Gender, Citizenship and Non-Discrimination (*IV Plano Nacional para a Igualdade, Género, Cidadania e não Discriminação*) (2011-2013),²⁹ National Plan V for Gender Equality, Citizenship and Non-Discrimination (*V Plano Nacional para a Igualdade de Género, Cidadania e Não discriminação*) (2014 -2017)³⁰ and the National Strategy for Equality and Non-Discrimination (*Estratégia Nacional para a Igualdade e a Não Discriminação (2018-2030) – Portugal + Igual* which includes, among other plans, the *Plano de ação para a igualdade entre mulheres e homens* (Action plan for gender equality)).³¹

National Equality Plan II (2003-2006) contained, for the first time, a measure designed to reduce gender pay gap, by "raising awareness of the aim to reduce gender pay gap by identifying key factors and through concerted intervention with the social partners".

The scope of this instrument would have been affected by the political instability in the country between 2003 and 2005, when there were three constitutional governments in that short space

20 https://www.ilo.org/wcmsp5/groups/public/---europe/---ro-geneva/---ilo-lisbon/documents/genericdocument/wcms_651200.pdf

21 Federation affiliated to the CGTP-IN.

22 <http://fesete.pt/igualdade/index.php/estudos>

23 <http://fesete.pt/portal/docs/pdf/Estudo%20Calcado.pdf>

24 <http://fesete.pt/portal/docs/pdf/estudofeseteatp.pdf>

25 <http://fesete.pt/portal/docs/pdf/Estudo%20Lanifícios.pdf>

26 See Table 1

27 Council of Ministers' Resolution 184/2003, 25 November

28 Council of Ministers' Resolution 82/2007, 22 June

29 Council of Ministers' Resolution 5/2011, 18 January

30 Council of Ministers' Resolution 103/2013, 31 December

31 Council of Ministers' Resolution 61/2018, 21 May.

of time.³² The instability would also have contributed to the fact that the Annual Report on Equal Opportunities, instituted under Law 10/2001 of 21 May was only released in 2005, “its reference being the year 2005, and its starting point being, as far as possible, the situation on 31 December 2004”.³³

Plan II was the last to explicitly refer to the promotion of equality between men and women; from then onwards, the Plans referred to the promotion of gender equality.

In 2007, in line with changes to CITE’s organizational structure, under Decree Law 202/2006 of 27 October, National Plan III for Equality – Citizenship and Gender (2007-2010) was approved. The Plan states that in Portugal there continued to be “considerable horizontal and vertical labour market segregation, with repercussions on gender pay gap, which is of 20 per cent”.³⁴

Combating pay inequality was incorporated in Area II, “the gender perspective in priority policy domains”. In the chapter on economic independence, “objective: to promote equal treatment and opportunities between men and women in the labour market”, the Plan proposed: “to promote the elaboration or updating of studies on gender pay disparities.”

In the evaluation of Plan III, recommendations were made in view of insufficient intervention in the area of gender pay gap (Ferreira et al., 2010). Proposals were put forward recommending: “defining and clarifying the concept of work of equal value, with a view to establishing effective inspection tools, and the obligation to draw up an “equal pay plan of action” (with analysis of

disparities, measures, follow-through strategy) in sectors in which wage discrimination are found.” Furthermore, it described what CITE’s role should be³⁵ and the methodology to be adopted.

In the evaluation of the integration of the gender perspective in the structural funds during the timeframe that covered Plan III, there is reference to the need for greater coherence and alignment between the different instruments, and also to the inexistence of figures broken down by gender.

The subsequent plan (National Equality Plan IV for Equality, Gender, Citizenship and Non-Discrimination 2011-2013)³⁶ broadened the scope to include “non-discrimination. This was a “public policy instrument for promoting equality and in harmony with the commitments entered into by Portugal at the various international and European arenas”. This new equality promotion instrument follows on from the previous one, enabling “the development of a framework for consolidating public policies on gender equality and citizenship”.³⁷

Plan IV sought “to affirm equality as a factor of competitiveness and development” at a time of great economic and financial crisis. It provided for “97 measures around 14 strategic areas”. Strategic area No. 2 – Economic Independence, Labour Market and Organization of Professional, Family and Personal Life – contained ten measures. One of these aimed to promote pay equality through “good gender equality practices, namely those which promote reducing pay asymmetries, in both public and private sectors, as well as in organizations in general, by using existing benchmarks, awarding distinctions, such as the

32 XV Constitutional Government 06.04.2002 to 17.07.2004; XVI Constitutional Government 17.07.2004 to 12.03.2005 and XVII Constitutional Government 12.03.2005 to 26.10.2009.

33 <https://cite.gov.pt/relatorio-da-lei-10>

34 Council of Ministers’ Resolution 82/2007, 22 June

35 While the 3rd National Plan for Equality (*III Plano Nacional para a Igualdade*) was in force, the national mechanism responsible for equality and non-discrimination at work and in employment saw several leadership changes (four Presidents) and cuts to its human resources, which may have influenced its intervention capacity.

36 Approved by Council of Ministers’ Resolution 5/2011. Source: <https://dre.pt/pesquisa/-/search/280896/details/maximized> [Accessed on 1 July 2019].

37 Available at: <https://dre.pt/pesquisa/-/search/280896/details/maximized>

“Equality is Quality” Prize,³⁸ and awareness-raising campaigns”. In relation to this measure, the Plan IV evaluation report refers to the lack of data that would enable assessment of its execution, notwithstanding its implementation.³⁹

With regard to awareness-raising campaigns, Equal Pay Day was first celebrated on 6 March 2013,⁴⁰ following Community guidelines in 2010.⁴¹

Lastly, in National Equality Plan V – Gender, Citizenship and Non-Discrimination (2014-2017),⁴² “an instrument for executing public policies aimed to promote gender equality and combat discrimination on grounds of gender and sexual orientation”, Strategic Area 3 – Economic Independence, Labour Market and Organization of Professional, Family and Personal Life – includes, under the strategic objective “to reduce persisting gender inequalities in the labour market, especially in pay”, the measure “to assess the evolution of gender pay gap in Portugal, by branch”.

It should be pointed out that the operationalization of this measure would be carried out under Council of Ministers’ Resolution 18/2014 of 7 March, the stated aims of which were:

1. To raise debate in social dialogue about the report on pay differences by branch of activity, referred to in Point a), No. 1 of the Council of Ministers’ Resolution 13/2013 of 8 March.
2. To determine that, every three years, enterprises in the public business sector promote the drafting of a report, to be distributed internally and made available on the respective website, dealing with remuneration received by women and men, with a view to assessing and preventing unjustified differences in such remuneration.
3. To determine that, in light of the findings of the report referred to above, public business sector enterprises design concrete measures that shall

be integrated in the equality plans, the drafting of which is bound by the terms of No. 1 of Council of Ministers’ Resolution 19/2012 of 8 March, which address occurrences of gender pay inequality.

4. To recommend private enterprises employing more than 25 workers to undertake a quantitative and qualitative analysis of pay differences between women and men, based on the data contained in Appendix A of the single report, referred to in No. 1 of Article 2 of Ordinance 55/2010 of 21 January, amended by Ordinance 108-A/2011 of 14 March and, following that analysis, to create a strategy for rectifying any unjustified gender pay gap.
5. To provide enterprises, via CITE, with an electronic tool that, once information on their workers has been introduced, makes it possible to measure the degree of pay differences that exist and identify concrete occurrences of pay differentials between women and men that cannot be explained by objective factors.
6. To determine the adoption of the necessary measures, specifically regulation, to ensure that a high level of equal pay for women and men who perform the same or identical tasks in the enterprise or organization should be considered as a positive selection criterion for applicants to cohesion policy funding.”

Of these proposed initiatives, let us look at the design and development of a Gender Pay Gap Diagnostic Tool: the DSG Calculator. This was accessible on the CITE’s website between January 2015 and mid-2018⁴³ for the purpose of: “assisting enterprises with recognition and identification of the intrinsic causes that prolong persisting gender pay gaps; promoting strategic reflection within enterprises on men’s and women’s pay, with a view to drawing up action plans to help them

38 Since 2000, this award “publicly recognises enterprises and other employers that, in addition to meeting statutory requirements for gender equality and non-discrimination, stand out for promoting equality between women and men in the workplace, in employment and in vocational training, by adopting principles and effective, positive, preventative and innovative anti-discrimination measures and also for promoting practices designed to prevent and combat domestic and gender violence, with a view to reversing existing inequalities.” Information available at: <http://40.69.193.160/pt/premioigualdade/regulamento.html>

39 Evaluation report on National Equality Plan IV – Gender, Citizenship and Non-Discrimination (2011-2013), CIEG.

40 See Appendix 1. <https://cite.gov.pt/desigualdade-salarial>

41 First “Equal Pay Day”, highlights pay disparities in the EU, at <https://cite.gov.pt/desigualdade-salarial>

42 <https://dre.pt/home/-/dre/483891/details/maximized>

43 Due to technical issues, this tool became unavailable. The CITE is taking steps to make it accessible again.

to improve their performances in identified areas and to create a referential framework, comprising indicators relating to pay disparities, which would permit enterprises to carry out self-diagnoses of wage disparities, based on a table of previously defined indices, with a corresponding rating score.”⁴⁴

We should also refer to the *Relatório sobre Diferenciações Salariais por Ramos de Atividade* (Report on gender pay gap by branch),⁴⁵ based on the *Quadros de Pessoal* – QP – (Employment Records) of the Strategy Office and on the Ministry of Economy’s Studies.⁴⁶ The Report analysed the pay differences by economic activity, and within each economic activity, according to the following factors: sex, age group, educational qualifications and occupational skills, using average monthly wage and average monthly earnings, to ascertain the gender pay gap.

The report concludes that “in 2011, women’s pay represented about 82 per cent of the average monthly basic remuneration received by men, or 79.1 per cent if we consider average monthly earnings (which, in addition to pay, include components such as additional work, bonuses and other benefits that are usually discretionary). In other words, in average basic monthly remuneration, women earned 18 per cent less than men. In terms of earnings, the difference was even greater, specifically 20.9 per cent less than men, maintaining the values of 2010.”

The Report’s findings were presented to the social partners on the *Comissão Permanente de Concertação Social* – CPCS (Standing Committee for Social Dialogue).

A qualitative study⁴⁷ complemented the Report, setting out recommendations that were highly valuable for policy-making and to public bodies with responsibilities in the area of promoting equality at work, both in terms of application of the law and production of statistics for policy-making support.

From 2014 to 2017, campaigns were launched to mark National Equal Pay Day. They were celebrated on 6 March 2014 and 2015,⁴⁸ on 31 October 2016⁴⁹ and on 1 November 2017.⁵⁰

On the basis of the argument that “in Portugal, 59 per cent of higher education graduates, and 54.8 per cent of people with a PhD are women and, in spite of this fact, 91 per cent of the seats on the Boards of Directors of the 17 largest listed enterprises are occupied by men”, and, since “there is no objective reason for this disproportion”, the “Women on Enterprise Boards of Directors” campaign was launched in June 2015, to “raise awareness among strategic audiences with a view to changing this trend”.⁵¹

Although throughout the duration of Plan V (2014-2017), these and other legislative and policy initiatives (Appendix 1), which aimed to reduce unequal pay, were put in motion, their impact was mitigated by the negative wage trends at the height of the economic crisis, between 2012 and 2014

44 Available at: <https://cite.gov.pt/projetos>

45 Available at: https://cite.gov.pt/documents/14333/144891/Estudo_Qualitativo.pdf

46 At this time, organizational restructuring associated with the public administration adjustment process (economic and financial crisis), resulted in the department responsible for the QP data gathering and production now being the Ministry of Economy, now responsible for Employment and Labour.

47 Casaca and Perista, 2014 in https://cite.gov.pt/documents/14333/144891/Estudo_Qualitativo.pdf

48 Available at: <https://cite.gov.pt/desigualdade-salarial>

49 Available at: <https://cite.gov.pt/desigualdade-salarial>

50 Available at: <https://cite.gov.pt/desigualdade-salarial>

51 Available at: <https://cite.gov.pt/desigualdade-salarial>

(figure 15). As referred to in Section 1.1.6, there was a global slowdown in wage growth due to the impact of the economic crisis and application of austerity measures – both had severe repercussions for wages.

Lastly, with regard to the gender mainstreaming in public policies, and after a generation of two decades of Global/National Programmes for Gender Equality,⁵² the National Strategy for Equality and Non-Discrimination (ENIND)⁵³ was approved. It included the Action Plan for Gender Equality (PAIMH) 2018-2021. The Strategy is built around strategic objectives: “2 – To guarantee conditions for full and equal participation of women and men in the labour market and professional activity”, with the specific objective: “2.2. To eliminate gender pay gap”. The measures contained in the PAIMH designed to achieve this objective are: “the possibility of incorporating remuneration collective bargaining skills during the revision of relationship methodologies with Public Employment Service users; production of white papers/studies/projects that promote the elimination of pay gaps, and dissemination of job evaluation systems free from gender bias.” While still in the early days of its implementation, the new National Strategy aims “to initiate a new planning cycle based on a more strategic and broader approach, and on the collective commitment of all sectors to define measures to be adopted and actions to be implemented. This integrated approach consolidates collaboration and coordination of efforts, promoting a common outlook, whose impact will be more structuring and sustainable for the future we want to build”.⁵⁴

Gender equality is once again explicitly present on the equality promotion agenda and is to remain so. Just as the instruments mentioned before,

it incorporates international commitments, and aligns its objectives with the Sustainable Development Agenda 2030.

For the first time, in the context of gender equality promotion, a goal is set to reduce the GPG from 16.7 per cent, identified in 2015, to 10 per cent by 2030.

On the specific question of numbers of women in leadership positions in the public administration, which was 35.5 per cent in 2017, a goal has been set for this figure to reach 40 per cent by 2030. In the public business sector, the goal for women on boards of directors is for 33.3 per cent to be reached by 2030, for the State Business Sector (28 per cent in 2017), in the Local Business Sector (20 per cent in 2017) and in listed companies (15.5 per cent in 2017).

In the area of desegregating educational and career choices, the “Engineers for a Day” project has been underway since school year 2017-2018.⁵⁵ Project evaluation reports published so far indicate a high degree of satisfaction among the participants but highlight the need for families to be more involved, as well as greater participation from local authorities, professional bodies, technology centres and enterprises. Involvement of these organizations could be vital to future recruitment and increase women’s participation in sectors where they have been under-represented – generally the higher-paying sectors (see Section 1.1.6).

Finally, there should be mention of Portugal joining the Equal Pay International Coalition, EPIC, in May 2019. The Coalition engages governments, international organizations, business leaders, trade unions, employers’ organizations and civil society representatives to contribute to promoting and achieving equal pay policies.⁵⁶

52 From 1997 to 2017.

53 RCM n.º 61/2018. Source: <https://dre.pt/home/-/dre/115360036/details/maximized> [Accessed on 4 July 2019].

54 Available at: <https://dre.pt/home/-/dre/115360036/details/maximized>

55 Available at: <https://www.cig.gov.pt/aco-es-no-terreno/projetos/engenheiras-um-dia/>

56 The EPIC Secretariat is composed of the ILO, OECD and UN Women. Its aim is to support member states to achieve the Sustainable Development Goals (SDGs) target 8.5, to achieve equal pay for work of equal value, and SDG 5, to achieve gender equality and empower all women and girls. For further information: https://www.ilo.org/lisbon/sala-de-im-prensa/WCMS_706815/lang--pt/index.htm

► **Table 2 – Equal pay in the National Plans for Gender Equality**

Plans for Equality (2003 – 2018...)	References to equal pa
II Plano Nacional para a Igualdade- RCM n.º 184/2003, de 25 de novembro (2003-2006)	Raising awareness of the aim to reduce gender pay gaps by identifying its determinant factors and concerted engagement with the social partners
III Plano Nacional para a Igualdade - Cidadania e Género - RCM n.º 82/2007 de 22 de Junho (2007-2010)	Measure: N — To promote research and updating of reports on gender pay gaps
IV Plano Nacional para a Igualdade, Género, Cidadania e não Discriminação - RCM n.º 5/2011, de 18 de janeiro (2011 -2013)	Measure: Good practices in Gender Equality, namely those designed to reduce pay gaps in the public and private sectors and in enterprises generally, through existing references, awards (the “Equality is Quality”) and awareness-raising campaigns.
V Plano Nacional para a Igualdade de Género, Cidadania e Não discriminação - RCM n.º 103/2013, de 31 de dezembro (2014 -2017)	Measure: To assess the evolution of the GPG in Portugal by branches.
Estratégia Nacional para a Igualdade e a Não Discriminação - Portugal + Igual Plano de ação para a igualdade entre mulheres e homens - RCM n.º 61/2018, de 21 de maio (2018-2030)	Measures: Possibility of incorporating pay bargaining skills during the revision of relationship methodologies with users of the Public Employment Service; Production of white papers/studies/projects that promote elimination of pay gaps; Dissemination of job evaluation systems free from gender bias.

► **Box 4 – Commission for Equality in Labour and Employment – CITE**
(Comissão para a Igualdade no Trabalho e no Emprego)

Since 1979, CITE – the Commission for Equality in Labour and Employment⁵⁷ has been the body responsible nationally for the pursuit of equality and non-discrimination between men and women in labour, employment and vocational training. CITE has administrative autonomy and is a legal person. Its mandate and attributes are set out in Decree Law 392/79 of 20 September.

CITE is a collegial, tripartite and equilateral body, comprising representatives of: the current ministry responsible for employment; the ministry responsible for equality issues; the ministry responsible for public administration; the ministry responsible for solidarity and social security issues; the CGTP-IN and UGT, and the CCP, CIP, CAP and CTP

Since 2012,⁵⁸ CITE’s mission has been to seek gender equality and non-discrimination in labour, employment and vocational training, and to ensure compliance with provisions in law and conventions on the matter, as well as provisions relating to parenting protection and to reconciliation of work with family and personal life, in the private, public and cooperative sectors.

In the context of Law 60/2018, of 21 August, which provides for measures to promote equal pay for equal work or work of equal value, it is CITE’s responsibility to issue a binding opinion on the existence of discrimination in the case of equal work or work of equal value, on request from a worker or trade union representative. The request, submitted in writing, must substantiate the discrimination allegation, indicating the worker(s) of the opposite sex against whom the claimant feels discriminated. After receipt of the request, CITE has ten days in which to notify the employer. The employer then has 30 days in which to reply and provide details of the wages policy and criteria used to calculate the claimant’s pay and that of the worker(s) of the opposite sex against whom the claimant feels discriminated. Not providing the information requested by CITE amounts to unjustified gender pay gap. At the end of the set deadline, CITE has 60 days in which to notify the claimant, employer and union representative of its proposed technical opinion. Whenever evidence of discrimination is found, the employer is called upon to explain the evidence or to describe the measures put in place to rectify the situation, within 180 days. CITE notifies the claimant, employer and the ACT of its final binding opinion within the 60 days following the end of the set deadlines, depending on whether or not the information requested has been provided. Gender pay gaps that are not justified by the employer are presumed to be discriminatory.

57 Available at: <http://cite.gov.pt/>

58 Decree Law 76/2012 of 26 March: <https://dre.pt/pesquisa/-/search/553929/details/maximized>

► **Box 5 – Working Conditions Authority – ACT (*Autoridade para as Condições do Trabalho*)**

The **Working Conditions Authority - ACT**⁵⁹ is a central service under direct State administration, with administrative autonomy.

The ACT is supported, in the exercise of its competencies in matters of occupational safety and health, by the Workplace Safety and Health Advisory Council (*Conselho Consultivo para a Promoção da Segurança e Saúde no Trabalho*). This is a collegial body, consisting of: the Inspector-General, who is Chairperson, two Sub-inspector Generals, the Services Director of the Workplace Safety and Health Directorate, two representatives from each trade union confederation represented on the CPCS, and one representative from each employers' confederation with a seat on the CPCS.

Under the provisions of Regulatory Decree 47/2012 of 31 July,⁶⁰ the ACT's mission is to promote the improvement of working conditions, by monitoring the observance of labour standards and compliance with workplace health and safety legislation, and promoting policies on occupational hazard prevention, in both the private sector and Public Administration.

Under Law 60/2018, of 21 August which approves measures to promote equal pay for equal work or work of equal value, within 60 days of receiving an audit detailing gender pay gap within a given enterprise, the ACT notifies the employer that they have 120 days in which to submit an evaluation plan for the pay differences. The plan is implemented over the course of 12 months and involves examining the components of the respective tasks, based on objective criteria in order to exclude any chance of gender bias. After this period, the employer reports back to the ACT with the outcome of the plan's implementation, demonstrating the justified gender pay gap and the correction of any unjustified ones.

► **Box 6 – Strategy and Planning Office – GEP (*Gabinete de Estratégia e Planeamento*)**

The **Strategy and Planning Office - GEP** of the MTSSS, is a central department under direct State administration and has administrative autonomy.

Under the provisions of Decree Law 14/2015 of 26 January,⁶¹ the GEP/MTSSS undertakes the following, among other functions:

- a. Promoting and carrying out research and prospective studies that contribute to the definition and structuring of the strategies, policies, priorities and objectives of the MTSSS;
- b. Monitoring and evaluating the implementation of MTSSS policies and programmes;
- c. Ensuring the production of appropriate information, namely statistical data, in the framework of the National Statistical System, in the areas of MTSSS intervention.

Under [Law 60/2018, of 21 August](#) which approves measures for promoting equal pay for equal work or work of equal value, the GEP is responsible for producing statistics, developing and making available, in the first semester of each calendar year, the following statistical data: (a) the general and sectoral Barometer of gender pay gap; (b) the Audit of gender pay gap by enterprise, occupation and skills level. The statistics are based on available legal and administrative sources, especially information on enterprises' social activity provided by employers (the *Quadros de Pessoal* – Employment Records).

⁵⁹ Available at: <http://www.act.gov.pt/>

⁶⁰ Source: http://www.pgdlisboa.pt/leis/lei_mostra_articulado.php?nid=1774&tabela=leis&ficha=1&pagina

⁶¹ https://dre.pt/home/-/dre/66325238/details/maximized?p_auth=vjS8odfT

► 2.2. Analysis of the economic context

The evolution of the Portuguese economy over the past decade has been heavily influenced by the process of joining the European Economic Community (EEC), now the European Union (EU) and, later, by joining the Economic and Monetary Union (EMU). After joining the EEC, Portugal enjoyed a significant period of economic growth, boosted by domestic demand, the flow of direct foreign investment and EU structural funds, and the availability of credit (Mamede et al, 2016). However, since the turn of the millennium, the economy has been hit by a series of external impacts that interrupted the country's growth trajectory.

The first impact arose in the context of EMU membership which uncovered structural weaknesses in the Portuguese economy. The loss of the monetary policy instruments affected the competitiveness of Portuguese export sectors, especially traditional ones that had, for a long time, been benefiting from the exchange rate devaluation and competing with lower prices. At the same time, joining a low inflation and low interest rate monetary regime caused families and businesses to resort more to credit, causing private indebtedness levels to rise. The second and more substantial impact came with the 2004 enlargement of the EU. The new eastern European Member States put Portugal at a disadvantage in the internal market, because of the combination of their good skills and low wages, and a geographical location that was more central for other European countries. The third impact occurred when Asian countries joined the WTO, especially China, which were able to produce goods at very low cost. The end of the Multifiber Arrangement exacerbated the situation even further. Textiles, clothing and footwear were the sectors hardest hit by these changes. These had been hugely important, traditional areas for the Portuguese economy. They were also highly female-dominated industries, where workers were often specialized but not necessarily highly skilled.

The vulnerability of sectors whose competitive advantage was based on low costs associated with Portugal's low-skilled labour force, was intensified by the European Central Bank's more restrictive monetary policies, which particularly

affected countries like Portugal that had greater debt accumulation, and by the dot.com bubble that hit stock markets and led to the first economic crisis of the new millennium.

It was in the wake of this succession of external blows and international developments, and in a context of persisting internal weaknesses, that Portugal became the first Euro area country to fail to comply with the EU Stability and Growth Pact and, consequently, adopted restrictive measures that resulted in GDP contraction in 2003 (Mamede et al., 2016). The recession that followed caused further instabilities that required action both in terms of rebalancing public finances and improving Portugal's external position through heavy investment in skills, enterprise modernization, innovation and R&D, in improving the business environment.

In spite of highly significant developments in the modernization of the "traditional" sectors, such as footwear and textiles (the textiles sector gained importance during this period), and their rise in the value chain, the first decade of the new millennium was marked by low economic growth, and weak productivity growth, impacting wages that were, on average, low.

It was in this national context – an economy in the process of modernization but still with weaknesses – when the global sovereign debt crisis began to have economic and social repercussions, from 2008 onwards.

After 2008, in an international context of deep and generalized economic recession, the Portuguese economy, which had been starting to show signs of modest growth earlier in the decade, slowed down considerably, triggering a recessionary period, which was initially due to the international financial crisis, but later, from 2011 to 2013, to severe contraction in internal demand that was the result of a serious drop in incomes, due to unemployment and the austerity measures. The contraction was more noticeable in consumption and investment and was the result of, first of all, external financing difficulties in the wake of successive deficit accumulation in both public finances and the current account and, secondly, the application of the Economic and Financial

Assistance Programme (EFAP). The budgetary restraint measures that had been introduced before by the different Stability and Growth Programmes were exacerbated by EFAP in 2011.

Between May 2011 and May 2014, Portugal was subject to the EFAP, which had been agreed between the Portuguese authorities, EU, IMF and the European Central Bank, and took the form of memorandums of understanding that were updated after successive external audits.

The EFAP imposed an exceptional context of external conditionalities on domestic policies which not only raised budget target demands, but also specified concrete ways to achieve the objectives defined in the economic and financial plans.

One of the EFAP's pillars aimed at increasing competitiveness in the Portuguese economy. Among the reforms identified under this pillar was a series of interventions affecting the labour market, including measures dealing with legislation on labour market regulation, as well as collective and individual bargaining on matters of remuneration, lower wages measures.

Some of the principal measures introduced between 2011 and 2013 in the context of wage devaluation were pay cuts in the public administration, freezes in promotions and career development, a 50 per cent cut in the 2011 Christmas bonus, elimination of the holiday and Christmas bonuses in the following years (a measure thrown out by the Constitutional Tribunal), reduction in the amount of severance pay, facilitation of dismissals on grounds of unsuitability and job elimination, reduction of holiday entitlement by three days, and the elimination of four public holidays (Soeiro, 2015).⁶²

In addition to these reforms, others are directly linked to the stated intention of promoting growth in labour costs consistent with job creation and improved competitiveness. In this respect, the following measures deserve special mention:

1. Making increases to the minimum wage conditional upon growth in the economy and labour market;

2. The possibility of introducing wage adjustments dependent on the productivity of enterprises.

Between 2011 and 2014, the minimum wage was frozen at 485 euros.

The years of 2013 and 2014 saw tenuous signs of an economic upturn and from 2015 onwards clearer indicators of economic recovery began to emerge. This process consolidated in the following years, with public deficit falling to historically low levels and public debt stabilizing, accompanied by Portugal's exit from the Excessive Deficit Procedure in 2017. In this period, some of the measures in force under the EFAP were reversed. One example is the cuts in social benefits, which were gradually reintroduced. This was a government priority in order to improve family incomes, not only because of its social impact but also to help boost internal demand and growth. In 2018, the Portuguese economy continued to grow moderately, recovering the main economic and social indicators of the pre-crisis period, namely in terms of growth, employment and unemployment levels.

In short, and according to the ILO, "Portugal went through many economic difficulties during the past decade, but it is now bouncing back with surprising vigour. (...) But, by and large, the process of adjustment and recovery is on firm ground thanks to a combination of factors and policies that go beyond the conventional recipe of fiscal consolidation and hyper-deregulation" (ILO, 2018b: 12). However, according to the same source, this did not mean that labour market problems and challenges did not persist, namely, concerns with the quality of jobs, labour market segmentation and asymmetries in remuneration.

Part 1 of this report described labour market indicators that reveal the impact of the 2008 crisis and the recovery period that followed. However, the figures also show that, over time, there has been an approximation between the employment profiles of men and women, which has been gradual and continuous, corresponding to the improvement in women's skills, but which was heightened by the economic crisis.

62 The most relevant law during this period was Law 23/2012 of 25 June, which altered the Labour Code.

During this period, in a context of high unemployment, many women increased their participation in the labour market in order to supplement their family's income. Furthermore, as we have seen, the impact of the economic crisis was harshest in male-dominated sectors.

The gender convergence of employment profiles over the past decade occurs in several dimensions: in employment rates (which were closest at the height of the crisis); in the numbers of working hours; in the distribution of men and women by different sized enterprises; in their distribution by skills levels (figures 9 and 10) notwithstanding significant asymmetries; in their share in temporary employment (figure 7), and in the average age and length of service (figures 11 and 12). The convergence is also apparent in the unemployment profile, with the rates of unemployment and long-term unemployment drawing closer together. Convergence does not necessarily mean an improvement to the situation, and can mean, as already mentioned, that the employment profile of men is becoming more similar to that of women.

There are, however, exceptions to the trend towards increasing convergence. The most notable are connected and have to do with the persistence of major asymmetries in specialization areas in the context of educational background (figure 2), which results later in a dissimilar gender distribution by sector, with men predominating in sectors where average earnings are higher and greater numbers of women in sectors where average earnings are lower. In spite of some convergence over time, they are dimensions in which considerable disparities remain and which will have implications for the gender pay gap.

These elements concur with Rubery & Koukiadaki (2016), when they identify two core reasons why the gender pay gap is an ongoing unresolved problem. One has to do with all the changes in the economic context, and even if the tendency is for the pay gap to narrow (see Section 1.1.6), the asymmetries tend to reconstitute themselves, adapting to the changes. This is why we are seeing new forms of inequality emerge, in new types of employment and in the expansion of care provision activities.

► 2.3. The role of tripartite dialogue and collective bargaining

Tripartite dialogue and collective bargaining are means of achieving better pay and working conditions. Although this Report focuses mainly on the past two decades (2000-2018), it is important to note, as referred to in Section 2.1, that in matters of equality and non-discrimination, the creation of the Commission for Equality in Labour and Employment – CITE constituted the first institutionalization of tripartite social dialogue in Portugal in the democratic period. In other words, before the establishment of the *Comissão Permanente de Concertação Social* - CPCS

(Standing Committee on Social Dialogue), set up in 1984 to “institutionalize dialogue and consultation between the government and the main workers’ and employers’ organizations, so the structural transformations needed for modernizing the economy could proceed in a concerted manner and thus contribute to the implementation of a social development dynamic”,⁶³ the first steps towards tripartite social dialogue had already been taken in the “in the exercise of CITE’s anti-discrimination mandate”.

63 Decree Law 74/84, 2 March, available at: <https://dre.pt/pesquisa-avancada/-/asearch/661126/details/maximized?serie=I&search=Pesquisar&ano=1984&perPage=100&types=DR&dreId=88979>

Wages policy has always been a matter of social dialogue,⁶⁴ and tackling discrimination in employment and earnings began to be explicitly included in the collective agreements entered into by the tripartite partners.

By examining the collective agreements reached over the past 20 years in the sphere of the CPCS,⁶⁵ the *Conselho Económico e Social* – CES (Economic and Social Council), a constitutional advisory and social consultation body,⁶⁶ we can see how discrimination and inequality were tackled.

In the Agreement on Employment Policy, Labour Market, Education and Training⁶⁷, signed on 9 February 2001 by the Government and all the social partners in the CPCS, Point 4, entitled “Raising the level and quality of employment”, refers to concerted actions to be taken by the Government and Social partners, including “combating gender discrimination in employment and in remuneration, and supporting the inclusion of women in labour force, especially young and long-term unemployed women.”⁶⁸ As mentioned in 2.1.1.1, in the early 2000s the concern in matters of gender equality focused more on promoting women’s involvement in economic activity and their access to employment than on remuneration, even though there is reference to earnings discrimination.

In 2006, the Agreement on the setting and growth of the minimum monthly wage (*Remuneração Mínima Mensal Garantida*- RMMG) stated that “the evolution of the RMMG has a political objective – that of raising the lowest wages – and should not be confused with the definition of pay levels that

derive from collective bargaining”. Knowing that women are over-represented in low-paying occupations and sectors, this measure would impact by improving their wages. In fact, the Green Paper on Labour Relations (2006) states that “indicators confirm that Portugal is still a country where wages are low” and that women’s average earnings were lower than men’s.

In 2008, the tripartite Agreement on a new system of labour relations, and employment and social protection policies⁶⁹ reflected the reform strategy that was in preparation and which would be consolidated with the new Labour Code of 2009 (see Section 2.1.1.1 and Table 1).

Furthermore, there was the Tripartite Commitment to a Medium-Term Social Dialogue Agreement,⁷⁰ which included among its objectives a rise in the RMMG and for the latter to be gradually increased. Reference to the RMMG is justified in view of the importance of the minimum wage in improving women’s levels of remuneration, especially after the 2010-2014 period, during which time the RMMG⁷¹ was frozen due to the economic and financial crisis.

Let us now look at this issue in terms of the CITE’s intervention, working to redress gender pay gap, using information available from the complaints and requests for a binding opinion.

The Progress Reports on Gender Equality in Employment and Vocational Training show that between 2006 and 2009⁷² three complaints were lodged for alleged discrimination regarding wages, while between 2010 and 2017 (when the

64 See the agreements signed under the scope of the *Conselho Permanente de Concertação Social* since 1992, available at: <http://www.ces.pt/actividade/publicacoes>

65 Available at <http://www.ces.pt/concertacao-social>

66 Created by Law 108/91 of 17 August, following the constitutional review of 1989.

67 Available at: <http://www.ces.pt/storage/app/uploads/public/58b/f17/f72/58bf17f72b340194296081.pdf>

68 Available at: <http://www.ces.pt/storage/app/uploads/public/58b/f17/f72/58bf17f72b340194296081.pdf>

69 Available at: <http://www.ces.pt/storage/app/uploads/public/58b/f17/f79/58bf17f79da4e681625862.pdf>

70 Available at: <http://www.ces.pt/storage/app/uploads/public/58b/f17/f44/58bf17f449b88132493082.pdf>

71 The RMMG was also the subject of further agreements in 2014, 2016 and 2017.

72 Report published in 2010. Available at: https://cite.gov.pt/documents/14333/137018/Relat_Lei10_10.pdf

last Report was published),⁷³ there were nine complaints.

Once the complaints to the CITE have been examined, they can give rise to a binding opinion being issued, or to a request for further information, or they can be archived.

After analysing the binding opinions issued by the CITE⁷⁴ in the past two decades, it was found that only three – Binding Opinion 4/CITE/2003, Binding Opinion 352/CITE/2014 and Binding Opinion 671/CITE/2018 – deal with the specific issue of discrimination on wages. The one released in 2018 was an Interpretive Opinion on Law 60/2018 of 21 August. Various other CITE binding opinions during that period concerned non-payment of, for example, meal allowances, pay supplements, productivity bonuses, attendance and profit-sharing bonuses, mainly at times of parental leave and during the leave for nursing or breastfeeding mothers.

These figures reflect different issues. Although the CITE has been in existence for four decades, knowledge and recognition of its work has not always been the same over the years, especially outside the large urban centres.⁷⁵ It is clear from the binding opinions issued by the CITE that recognition of its role in promoting equality and combating discrimination has been growing. Furthermore, changes to the law in recent decades, especially on the issues of maternity and paternity protection, have impacted on its work. After the introduction of Law 17/95 of 9 June, which amended Law 4/84 of 5 April (maternity and paternity protection), dismissal of pregnant, postpartum and breastfeeding workers meant that employers first had to obtain the “favourable opinion of the Ministry of Employment and Social Security services with authority on the matter of equality” (i.e., the CITE). This increased CITE’s competence in one of the dimensions that penalizes women at work – maternity. It is not surprising, therefore, that an overwhelming majority of the CITE’s Opinions (preliminary and binding) deal with the rights of mothers and fathers at

work, including the right to flexible working time arrangements. In fact, family responsibilities and maternity were identified, by the social partners consulted for this Report, as factors that impact on men’s and women’s choices, which have repercussions on the gender pay gap. A working group on reconciling work and family life was set up under the Economic and Social Council, which the social partners considered important, but its activity has been irregular.

We shall transcribe here one of the reasons given for the difficulty in applying the principle of equal pay for equal work or work of equal value associated with family responsibilities and maternity:

“The question of maternity and the choices women make in that phase of their lives have a huge impact. While men invest more time in their careers, women tend to opt for solutions that permit reconciliation between work and family life, often resulting in them underinvesting in training, or seeking shorter working hours. This tends to impact on the rest of their working life, obviously including their earnings.”

On the same issue, Rubery and Koukiadaki (2016) state: “One reason why the public sector has been important for women’s employment is that it tends to have relatively shorter and more regular full-time working hours than private sector employment, facilitating reconciliation of work and family life”.

Other matters to do with the functioning of the economy and competition were cited to justify pay gaps: “enterprises that operate in highly competitive sectors, where wages are commonly regarded as an investment, insofar as this can attract better skilled and more competent staff”, and also the lack of “objective criteria for determining the concept of work of equal value”.

Assessment of the legality of negotiated IRCT clauses and Arbitration Rulings, undertaken by the CITE in accordance with the provisions of Art. 479 of the Labour Code, Art. 9 of Decree Law

73 Report published in 2019. Accessible at: <https://cite.gov.pt/documents/14333/193229/Relat%C3%B3rio+Lei+10+2019/84c19921-6f87-4666-a749-a18e3518a00e>

74 Available at <https://cite.gov.pt/pareceres>

75 Unlike the CIG, which has a delegation in Porto, the CITE is only located in Lisbon.

76/2012 of 26 March, and Law 23/2012 of 25 June,⁷⁶ found that, since this legal provision entered into force in 2012, there were a total of six non-compliant/discriminatory rules relating to wages. Three were connected with criteria for payment of the attendance bonus and the exercise of parental rights. Two did not provide for equal pay for work of equal value, but just for equal work, while another had to do with non-payment of compensation to a pregnant worker who left her employment without giving notice.

Introducing a sectoral perspective in this analysis, Virginia Ferreira et al. (Ferreira, coord., 2010) referred to the cork sector as an area in which gender pay gaps persist and where the social partners acknowledge that there is direct discrimination. They even referred to the “existence of a parallel collective agreement that provides for the elimination of discrimination between men and women of different groups/categories, but with the same job content, by 2015” (Ferreira, coord., 2010: 199).

The survey of different sectors carried out by the CGTP-IN in the sphere of this study provided additional information. By way of example and based on two IRCT (a CCT and an AE) in two different sectors, Cork and Optics, here is an outline of their findings.

In the Cork Sector, to tackle occupational and wage differentiation between categories – some female-dominated and others male-dominated – with wage differences reaching €97,66 a month – a Collective Agreement was signed by the parties to the CCT, on 11 July 2008. The Agreement became an Appendix to the minutes of the CCT negotiations for the Cork sector, not published in the *Boletim de Trabalho e Emprego*⁷⁷ but included in the annual wage scale revisions between 2008 and 2016. The Agreement defined a procedure for narrowing the gender pay gaps and provided for (i) an extraordinary increase (of €12,5 per month) for Group XVI, to bring its wages more in line with those of Group XIV, over a maximum timeframe of eight years; (ii) the creation of a transitional

Group, Group XV-A, which would become part of all the occupational categories then in Group XVI, and (iii) a process of discussion, evaluation and negotiation of new occupational frameworks, and career progression.⁷⁸

In the optics sector, an AE (company-level agreement) for a glassworks firm was identified. It was the AE of an enterprise, negotiated in 2014, which provided for a higher wage increase for Group XII (made up of women) so that their pay would be brought into line with wages in Group X (made up of men). A similar arrangement was adopted in the AE of another one, which belongs to the same business group.

In addition to the more formal and institutionalized permanent mechanisms, projects have been developed and methodologies tested specifically for the purpose of clarifying the principle of equal pay for work of equal value and rectifying the pay differences considered unjustified (see Section 2.1.2). These experiences made it possible to identify the presuppositions underlying the setting of wage scales, analysing the content of jobs, bringing to light and attributing value to many tasks that were underestimated and undervalued.

It should be pointed out that the voluntarist experiments engaged in up to 2009, which have already been mentioned in this report, particularly the project undertaken in the catering and beverages sector, in which the ILO provided technical support, were interrupted in the wake of the economic and financial crisis.

In relation to the survey conducted with the social partners on the timeliness and the effectiveness of Law 60/2018 of 21 August, which approves measures to promote equal gender pay for equal work or work of equal value and the likelihood of it producing results, and of the Barometer and the Audit, the opinions gathered, some of which reflect arguments put forward in the parliamentary hearings referred to above, are as follows.

There appears to be consensus among the social partners on the affirmation that a satisfactory

76 Source: <https://dre.pt/pesquisa/-/search/178501/details/normal?q=Lei+n.%C2%BA%2023%2F2012%2C%20de+25+de+junho>

77 The weekly *Boletim de Trabalho e Emprego* – BTE – (Labour and Employment Bulletin) is an official Ministry of Labour publication, which provides information on Labour Regulation, Statutes and Management Bodies of Labour Organisations, and the composition of the Coordinating Committees; Professional Profiles and Authorised Temporary Work Enterprises.

78 According to the CGTP-IN representative, this third point was never complied with due to employers' unwillingness.

national, community and international standards framework exists, so some consider that the new Law 60/2018 is “unnecessary” given that the Labour Code is considered to be sufficient to ensure that there is no gender discrimination on wages, as long as the provisions of the Code are applied. Others believed the Law to be “too generic, diffuse, very prolonged in time”.

On the question of the two instruments – the general and sectoral Barometer of gender pay gaps and the Audit of gender pay gaps by enterprise, occupation and skills, the social partners’ opinions are divided between the usefulness of more and better information, while the additional competences of the ACT and CITE are questioned, as well as possible costs that enterprises could incur in implementing the plans. Their application in only enterprises with 250+ workers was considered unjustified.

Basically, there appears to be some consensus around the fact that Portugal’s legal framework is sufficient, especially with the amended Labour Code, approved by Law 7/2009 of 12 February, which instituted a specific regime on gender equality and non-discrimination and “a very broad and extensive framework of instruments and institutions that directly regulate and work in matters of equality”.

The workers’ representatives were emphatically in favour of strengthening the means for enforcing the law, namely the ACT and CITE. Of note is that, under the new law, the CITE is now able to issue binding opinions, in a similar way to opinions relating to dismissal of pregnant, postpartum and breastfeeding workers and the right to flexible time arrangements.

When the social partners were invited, under the scope of this report, to propose policy, social dialogue or collective bargaining measures that would “overcome gender pay gaps”, they came up with a diverse set of proposals, which could be grouped into four categories: transparency

of information from enterprises; social dialogue; public policies and awareness-raising, and training and knowledge (see Table 3).

Some of the social partners’ proposals are of a general nature and even contextualized as, for example reinforcing the role of the collective bargaining process, while others are more specific, e.g., making it mandatory for employers to send the Single Report to workers’ representative organizations, regardless of their trade union affiliation.

Many of the proposals were put forward by more than one of the social partners, albeit worded differently. Anyway, there does appear to be convergence as to the methods and place for dealing with the issue. With regard to the methodology to adopt, it encompasses the different forms of social dialogue, from information sharing to collective bargaining, and the existing formal bodies were consensually referred to by all the employers and union confederations, i.e., discussion in the sphere of social dialogue.

There should also be reference to the social partners’ concern about gender segregation in education, covered in Part 1, and the importance of getting schools involved in efforts to eradicate persisting problems. The social partners proposed training for teachers on the subject and its introduction on the curricula. Representatives of the employers’ confederations and the president of the CIG also emphasized the importance of attracting girls to occupation areas where they are still under-represented and where there would be opportunities in digitalization and automation in the future world of work.

The issue of reconciling work and family life was also raised by the social partners as well as by the president of the CITE. Although an important dimension of gender equality in employment, and a driving or inhibiting factor in access to work, the topic falls outside the scope of this study, and may be addressed in future research.

► **Table 3: Social partners' proposals for equal pay****Social dialogue**

- Reinforcing the collective bargaining process, particularly collective negotiations; [CCP/CIP/CGTP-In](#)
- Expanding the contribution of social dialogue, especially collective bargaining, to create a culture of lifelong learning, and raise qualifications and skills levels; [CIP](#)
- Including in the collective bargaining process measures to promote and safeguard equal pay, especially by means of pay increases to eliminate existing inequalities; [CGTP-In/UGT](#)
- Introducing or fine-tuning clauses and objective criteria for ascertaining the value of work, during the negotiation and bargaining process; [CGTP-In](#)
- Raising gender pay gap issues in social dialogue, namely through the Work-Life Balance Working Group (Grupo de Trabalho sobre Conciliação entre a Vida Profissional, Pessoal e Familiar); [CCP](#)
- Combating gender pay differences by introducing specific criteria, during collective bargaining, especially relating to career development and criteria for pay awards and supplements; [CGTP-In](#)
- Monitoring pay differences; [UGT](#)
- Strengthening the role of the social partners, informing and training member organizations; [CTP](#).

Public policies

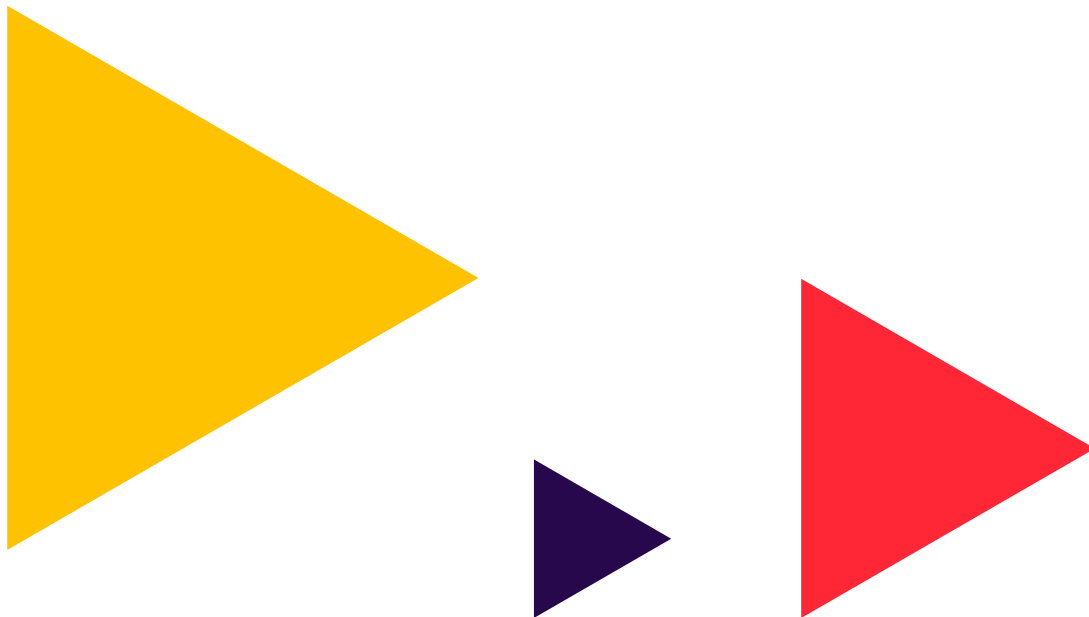
- Implementation of public policies on equality in schools (education for equality); [CAP/CCP/CGTP-In/CTP](#)
- Joint plan (CITE and ACT) for tackling direct and indirect pay discrimination; [CGTP-In](#)
- Measures to combat gender discrimination in educational and vocational guidance, e.g., in schools; [CAP/CCP](#)
- Introduction of the GPG as a subject in schools, namely in Citizenship Education; [CTP](#)
- Voluntary analysis and evaluation of the GPG and transparent pay systems in private enterprises and public bodies; [CAP](#)
- Participation of the CITE in the effective application of the equal pay principle; [UGT](#)
- Relaunch of the collective bargaining working group within the CITE, (tripartite group) that, in addition to examining the legality of published collective agreements, could have other remits, namely in the creation of tools for evaluating pay differences in the [IRCT](#); [UGT](#)
- Reinforcement of the [ACT](#); [CGTP-In/CTP/UGT](#)
- Reinforcement of the CITE so it can issue binding opinions in cases of pay discrimination. [UGT](#)

Awareness-raising, training and knowledge

- Undertaking a study on the identification and relative weight of causes behind the GPG in Portugal; [CAP](#)
- Raising awareness of the GPG among the public at large, in private enterprises, in the public sector and among the social partners; [CAP/CTP](#)
- Tackling the stereotyping of women's role in the labour market, from early on in life and in different contexts (family, school, etc.); [CCP](#)
- Awareness-raising about the GPG at collective bargaining level; [CCP/CTP](#)
- Undertaking a study that (i) uses a methodology that has been discussed and agreed between the government and the social partners, and which (ii) analyses pay differences by skills, educational qualifications, gender, age and tasks actually performed; [CIP](#)
- Strengthening public policies on raising the general public's awareness of the GPG: campaigns, institutional publicity; [CAP/CCP/CTP](#)
- Reinforcing the ACT's preventive action, publicizing/raising awareness/training employers in the adoption of good GPG elimination practices. [CGTP-In](#)

► **Table 3: Social partners' proposals for equal pay (*continuation*)****Transparency of information from enterprises**

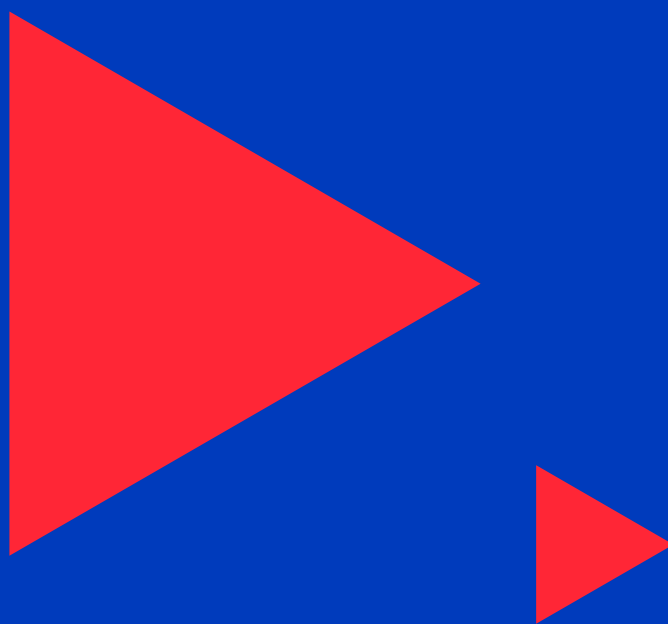
- Transparency of pay, bonus and other benefits schemes; [CGTP-In](#)
- Obligation on the part of employers to send the annual Single Report to the workers' representative organizations, regardless of their trade union affiliation; [CGTP-In/UGT](#)
- Obligation on the part of enterprises to periodically provide data on their respective pay scales and their growth to trade unions and other workers' structures; [UGT](#)
- Obligation of enterprises to undertake a comparative analysis of monthly basic pay and earnings in order to contractualize the solutions found; [UGT](#)
- Management tools, especially relating to performance assessment and criteria for absenteeism calculation; [CGTP-In](#)
- Dissemination of the lists of enterprises that practice equal pay, and attribution of rewards to those enterprises during a specific period of time, to be decided with the social partners; [UGT](#)
- Demand enterprises to practice transparent pay policies. [UGT](#)





Appendix 1

- ▶ Main legal and political instruments for promoting equal gender pay (2000-2019)
-



2019 8 November

National Equal Pay Day

September

The “I deserve the same” Campaign, to promote equal remuneration for men and women.

June

The GPG Barometer (1st issue) under [Law 60/2018, of 21 August](#).

[Legislative Order 18/2019, of 21 June](#)

Establishes the procedures for carrying out the communications that public sector business organizations and listed companies are obliged to undertake, the terms of the articulation between the CIG, CMV and CITE, and the production of a guide for the purpose of formulating the annual equality plans, provided for in Articles 10 and 11 of Law 62/2017 of 1 August.

[Decree Order 174/2019, of 6 June](#)

Regulates the terms of the official reprimand provided for in Law 62/2017 of 1 August (which establishes the format for gender balanced representation on the boards of directors and supervisory bodies in the public business sector and listed enterprises).

[Law 26/2019, of 28 March](#) Gender balanced representation in Public Administration leadership positions and bodies.

Assembly of the Republic Resolution [40/2019, of 20 March](#)

Recommends to the Government measures for promoting equal gender pay

[Resolução do Conselho de Ministros n.º 13/2019, de 1 de fevereiro](#)

Recommends to the Government the establishment of a proportional limit on the pay gap

2018 4 November National Equal Pay Day

Progress Report on Equal Opportunities for Men and Women at work, in Employment and in vocational training (instituted by Law 10/2001 of 21 May)

Law 60/2018 of 21 August

Approves measures for promoting equal gender pay for equal work or work of equal value and introduces the first amendment to Law 10/2001 of 21 May, which instituted an annual report on equal gender opportunities, to Law 105/2009 of 14 September, which regulates and amends the Labour Code, and to Decree Law 76/2012 of 26 March, which approves the CITE's organizational structure.

Council of Ministers' Resolution 72/2018 of 6 June

Approves the action programme for combating precarious work and promoting collective bargaining.

Council of Ministers' Resolution 61/2018 of 21 May

Approves the National Equality and Non-Discrimination Strategy – Portugal + Equal and the three actions plans: *Plano de ação para a igualdade entre mulheres e homens* – PAIMH (Action Plan for Gender Equality); *Plano de ação para a prevenção e o combate à violência contra as mulheres e à violência doméstica* – PAVMVD (Action Plan for prevention and elimination of violence against women and domestic violence); *Plano de ação para o combate à discriminação em razão da orientação sexual, identidade e expressão de género, e características sexuais* – PAOIEC (Action for eliminating discrimination on grounds of sexual orientation, gender identity, and sexual characteristics).

Assembly of the Republic Resolution [72/2018, of 20 March](#) Recommends the promotion of gender pay equality to the Government

2017 December**Green Paper on Labour Relations**

Gender pay gaps are inseparable from “the phenomenon of occupational gender segregation. Women continue to be over-represented in less socially valued occupations, in spite of their mass access to education and their increasing representation in highly-skilled technical and scientific occupations.

Assembly of the Republic Resolution 260/2017 of 30 November

Recommends to the Government the adoption of measures that guarantee effective compliance with working hours and reconciliation of work and family life

[1 November](#)

Equal Pay Day

September

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and vocational training 2016 (instituted by Law 10/2001 of 21 May).

Decree Law 111-B/2017, 31 August 2017

Establishes the ninth amendment to the *Código dos Contratos Públicos* (Public Contracts Code) approved by Decree Law 18/2008 of 29 January, and transposes Directives 2014/23/EU, 2014/24/EU and 2014/25/EU, all of the European Parliament and of the Council, of 26 February 2014, and Directive 2014/55/EU of the European Parliament and of the Council, of 16 April 2014

Establishes the ninth amendment to the *Código dos Contratos Públicos*, inserting the aspects relating to contract execution, specified in the tender documents, and the application of measures to promote gender and pay equality in employment, among other elements.

Law 62/2017 of 1 August

Establishes the format for gender-balanced representation on the boards of directors and supervisory bodies in the public business sector and listed enterprises

Assembly of the Republic Resolution 136/2017 of 29 June

Recommends to the Government that it provide parliament annually with an evaluation of the implementation of the national equality plans.

Assembly of the Republic Resolution 124/2017 of 20 June

Recommends to the Government that it take steps to eliminate gender pay inequalities.

Council of Ministers' Resolution 82/2017 of 9 June

Establishes the timeframe for the issue of Collective Agreement Extension Acts, analysing the indicators, such as the percentage of workers by gender, and the proportion of women covered by the Act, among other aspects.

2016 [31 October](#)

National Equal Pay Day

September

National Action to Promote Gender Equality at Work, organized by the CITE and ACT

July

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and vocational training 2015 (instituted by Law 10/2001 of 21 May).

Law 18/2016, 20 June

Establishes 35 hours as the normal working hours for workers in public service, and amends the *Lei Geral do Trabalho em Funções Públicas*, approved in the Appendix to Law 35/2014 of 20 June

Publication of Announcement 8/2016 of 6 April

Publicly announces Portugal's ratification of ILO Convention No. 189, the Domestic Workers Convention, adopted at the 100th Session of the International Labour Conference held in Geneva on 16 June 2011.

2015 **Law 84/2015 of 7 August**

Establishes the first amendment to the *Lei Geral do Trabalho em Funções Públicas*, approved in the Appendix to Law 35/2014 of 20 June, enshrining half-day working as a new form of flexible time working arrangement.

July

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2014 (instituted by Law 10/2001 of 21 May).

June

National Promotion Campaign for Women's Inclusion on Boards of Directors.

Council of Ministers' Resolution 25/2015 of 27 April

Approves the Mission Structure for Gender Equality to support the Commission for Citizenship and Gender Equality in carrying out its management of Portugal 2020, succeeding the Technical Secretariat for Equality, set up in the National Strategic Reference Framework.

Act 84/2015 of 20 March

Creates and regulates the Promoting Gender Equality in the Labour Market measure.

Council of Ministers' Resolution 11-A/2015 of 6 March

Promotes greater gender balance in enterprise decision-making bodies and institutes equal pay promotion mechanisms.

6 March

Equal Pay Day

2014 October

Report on good practice in enterprises 2013 (*Relatório sobre boas práticas nas empresas*) [2013 \(PT\)](#)

Report arising from Point e), no. 1 of Council Ministers' Resolution 13/2013 of 8 March, which approved, among other matters, the preparation and publication, in each first trimester, of an annual report on enterprise social responsibility good practice, including the implementation of good practice designed to ensure and promote equal gender opportunities in the labour market and, in particular, the elimination of pay gaps, promotion of work-life balance, encouragement of greater enterprise social responsibility, and elimination of labour market segregation and other discriminatory practices.

July

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2013 (instituted by Law 10/2001 of 21 May).

9 July

Meeting at the Standing Committee on Social Dialogue ([Reunião na Comissão Permanente de Concertação Social](#)) to present the first Report on pay gaps by branch to the social partners.

Law 35/2014 of 20 June

Approves the *Lei Geral do Trabalho em Funções Públicas* (Public Service Employment Law), containing the Labour Code's provisions on equality and non-discrimination and parenthood

Council of Ministers' Resolution 18/2014 of 07 March

Adopts equal gender pay promotion measures.

2013 Council of Ministers' Resolution 103/2013 of 31 December

Approves Plan V for Gender Equality, Citizenship and Non-Discrimination (2014 -2017)

Law 76/2013 of 7 November

Establishes a system for the extraordinary renewal of fixed-term employment contracts, as well as the form in which compensation applicable to such contracts is to be calculated.

Law 48-A/2014 of 31 July

Extends the suspension period for IRCT provisions and employment contract clauses, amending Law 23/2012 of 25 June for the second time.

July

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2012 (instituted by Law 10/2001 of 21 May).

Assembly of the Republic Resolution 48/2013 of 4 April

Defence of effective promotion of women's rights in the world of work.

Assembly of the Republic Resolution 47/2013 of 4 April

On combating impoverishment and the rising poverty among women.

Assembly of the Republic Resolution 46/2013 of 4 April

On non-discrimination of women in employment.

Assembly of the Republic Resolution 45/2013 of 4 April

On combating direct and indirect pay discrimination.

Assembly of the Republic Resolution 41/2013 of 3 April

On the promotion of gender equality in employment.

Council of Ministers' Resolution 13/2013 of 8 March

Approves a series of measures designed to guarantee and promote equal opportunities and pay between men and women in the labour market, specifically, the elimination of pay differences, promotion of work-life balance, encouragement of more enterprise social responsibility, elimination of labour market segregation, and other forms of persisting discrimination.

6 March

National Equal Pay Day (made official, and celebrated for the first time)

2012 Decree Order 297/2012 of 28 September

Creates the *Programa Formação-Algarve* (Algarve-Training Programme), designed to combat seasonal employment in the Algarve region. It provides for financial incentives for employers for job retention, in situations where the worker in question is under-represented in a sector that traditionally employs a majority of workers of the same sex. This also contributes to combating occupational segregation (Point c, no. 2 of Article 11 of Act 297/2012 of 28 September)

June

Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2011 (instituted by Law 10/2001 of 21 May).

Decree Law 76/2012 of 26 March

Approves the organizational structure of the *Comissão para a Igualdade no Trabalho e no Emprego* – CITE – (Commission for Equality at Work and in Employment).

Council of Ministers' Resolution 19/2012 of 8 March

Provides for the adoption of measures to promote gender equality in management and supervisory positions in enterprises.

[Decree Order 45/2012, of 13 February,](#)

Approves the “2012 Stimulus” measure that provides for financial incentives to employers for recruiting persons who have been registered unemployed for at least six consecutive months, on condition they are provided with vocational training.

An employer who enters into a work contract under the terms of this measure is entitled to financial support to the tune of 50 per cent of the worker's monthly remuneration, plus a further 10 per cent (60 per cent in total) when the worker's educational level is below lower secondary education.

[Law 3/2012, of 10 January](#)

Establishes a system for the extraordinary renewal of fixed-term employment contracts, as well as the form in which compensation applicable to such contracts is to be calculated.

2011 August

Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2010 (instituted by Law 10/2001 of 21 May).

February

Report on Employment, Collective Bargaining and Professional Mobility in Portugal (*Emprego, Contratação Coletiva de Trabalho e Proteção da Mobilidade Profissional em Portugal*), following up on the Employment Pact to tackle the economic crisis.

It analyses the evolution of earnings based on gender, confirming the extent of the gaps, “the widest being gender-related associated with contractual pay, and remuneration drift effects for men are more significant than for women”.

Law 3/2011 of 15 February

Prohibits all discrimination in access to, and the performance of work, transposing Directive 2000/43/EC of the Council of 29 June, Directive 2000/78/EC of the Council of 27 November, and Directive 2006/54/EC of the European Parliament and of the Council, of 5 July.

[Council of Ministers' Resolution 5/2011, of 18 January](#)

Approves the National Plan IV for Equality, Gender, Citizenship and Non-Discrimination (2011 – 2013).

2010 Decree Law 124/2010 of 17 November

Approves the CITE's organizational structure, reinforcing its mandate in the follow-up and representation of victims of gender discrimination in work and employment, in administrative and legal processes, and introduces the fourth amendment to Decree Law 211/2006 of 27 October, which approved the Organic Law of the Ministry of Labour and Social Solidarity.

Assembly of the Republic Resolution 80/2010 of 30 July

Recommends the Government to take steps to combat gender discrimination in sports competitions (gender gap in sports pay).

Ordinance 55/2010 of 21 January

Regulates the content of the annual report on information relating to enterprise social activity and the timeframe in which employers must provide it to the supervisory body in the ministry responsible for labour affairs.

2009 Decree Law 321/2009 of 11 December

No. 3 of Article 21 of Decree Law 321/2009 of 11 December, which approves the Organic Law of the XVIII Constitutional Government, states explicitly that the CITE functions under the authority of the government minister responsible for labour and social solidarity, in conjunction with the Government member responsible for gender equality matters.

Decree Law 295/2009 of 13 October

Amends the Labour Process Code. A new chapter is introduced entitled "Gender Equality and Non-Discrimination".

Action to be taken on gender equality and non-discrimination becomes a matter of urgency.

[Law 105/2009, of 14 September](#)

Regulates and amends the Labour Code, approved by Law 7/2009 of 12 February and introduces the first amendment to Law 4/2008 of 7 February.

Law 7/2009 of 12 February

Approves the review of the Labour Code

Annual Progress Report on Equal Opportunities for Men and Women at work, in employment and in vocational training 2006-2008 (instituted by Law 10/2001 of 21 May).

2008 Council of Ministers' Resolution 161/2008 of 22 October

Adopts measures to promote transversality of the gender perspective in the State's central administration, and approves the status of equality advisers, as well interdepartmental equality team members.

Law 59/2008 of 11 September

Approves the Public Service Employment Contract Regime. The CITE is also covered by this diploma (Articles 297 to 302).

Law 14/2008 of 12 March

Prohibits and sanctions gender discrimination in access to, and supply of goods and services, transposing Directive 2004/113/EC of the Council of 13 December into domestic legislation.

2007 November

The White Paper on Labour Relations states that gender pay inequalities are considerable outside the public administration. Figures for 2005 reveal that, on average, men's earnings are almost 30 per cent higher than women's and that in the 55 to 64 age group, the figure reaches 47 per cent. Pay gaps are widest among university graduates.

Council of Ministers' [Resolution 82/2007 of 22 June](#)

Approves the III National Plan for Equality, Citizenship and Gender (2007-2010)

Decree Law 164/2007 of 3 May

Approves the organizational structure of the Commission for Citizenship and Gender Equality, which takes on the CITE's attributes in relation to equality promotion, and revokes Points a), b) and c) (on CITE's mandate) of no. 1 of Article 496 of Law 35/2004 of 29 July, which regulates the Labour Code.

Annual Progress Report on Equal Opportunities for Men and Women at Work, in Employment and in Vocational Training (instituted by Law 10/2001 of 21 May).

2006 April

Green Paper on Labour Relations

It refers to the lower level of average pay earned by women compared to men. "The ratio of women's average pay in relation to men's is higher in the case of contractual remuneration, followed by basic wages and, lastly, earnings".

Assembly of the Republic Resolution 37/2006 of 28 April

Approves the ratification of the ILO Part-time Work Convention, No. 175, adopted in Geneva on 24 June 1994

2005 Council of Ministers' Resolution 82/2005 of 15 April

Resolves that draft laws to be sent to the Office of the Secretary of State of the Presidency of the Council of Ministers must be accompanied by a justification document that provides an impact assessment of the draft law whenever the latter has implications for gender equality (Point I, No.1 of Article 22)

2004 Law 35/2004 of 29 July

[Regulates the Labour Code](#)

[Resolução do Conselho de Ministros n.º 184/2003, de 25 de novembro](#)

Approves the [II National Equality Plan](#) (2003-2006)

2003 Law 99/2003 of 27 August

Approves the Labour Code. Transposes, either partially or in their entirety, Community Directives on gender equality, the health and safety of pregnant, postpartum and nursing workers in the workplace, and the general framework for gender equality at work and in employment.

2002 Assembly of the Republic Resolution 17/2002 of 8 March

Approves, for ratification, the Optional Protocol to the Convention on the Elimination of All Forms of Discrimination against Women, adopted in New York on 6 October 1999.

2001 Law 9/2001 of 21 May

Reinforces the mechanisms for overseeing and sanctioning gender discrimination practices in employment.

Law 10/2001 of 21 May

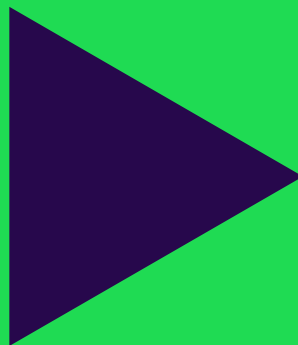
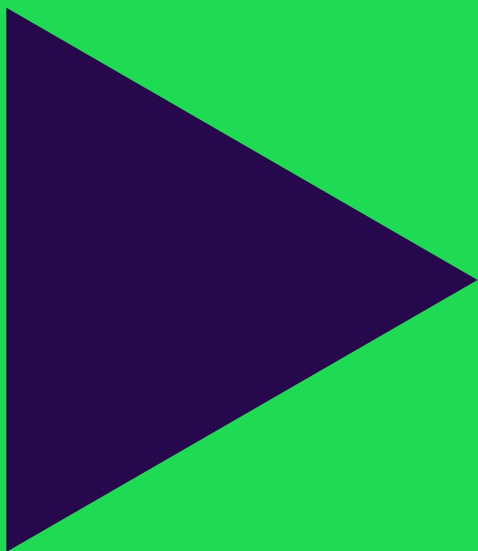
Determines that, by the end of each legislative session, the government should send the Assembly of the Republic a progress report on gender equal opportunities for men and women at work, in employment and in vocational training.

2000 26 December – Decree Order 1212/2000 of 26 December

Institutes increased financial support, provided for in the employment policy measures, for occupations in which there is significant gender discrimination.

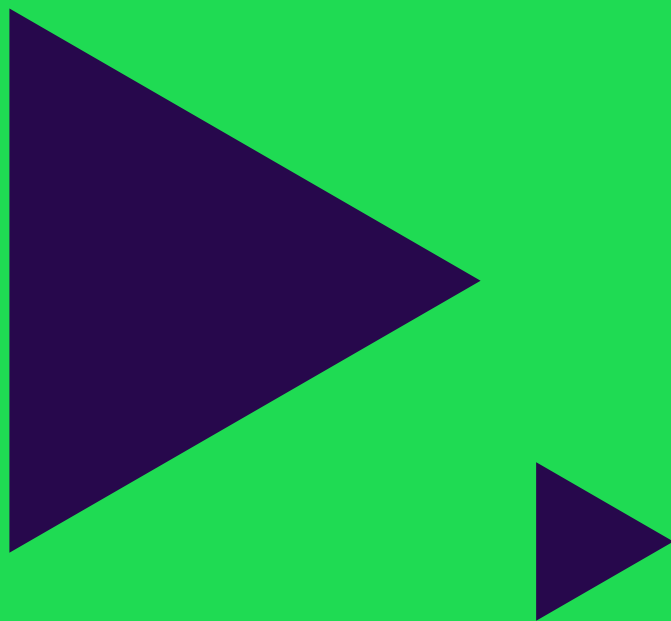
Joint Decision 373/2000 of 21 March

Determines that the notifications for the opening of all public competitions for recruitment of leadership personnel in Central or Local Public Administration services, as well as notifications associated with fixed-term employment contracts, must refer to compliance with Point h) of Article 9 of the Portuguese Constitution, which states as fundamental task of the state: "to promote equality between men and women".



Appendix 2

► Evolution of the equal pay principle



Equal pay	
Decree Law 392/79, of 20 September (Equality of opportunities and treatment at work and in employment, and establishes the CITE)	<p>1 – “Remuneration shall be equal for men and women for equal work or work of equal value performed for the same employer.</p> <p>2 – Variations in remuneration do not constitute discrimination when based on objective criteria, common to men and women.</p> <p>3 – Systems for describing tasks and evaluating jobs must be based on objective criteria common to men and women, in order to prevent any discrimination grounded on sex.</p> <p>4 – It is the responsibility of the female worker alleging discrimination to prove the allegation by indicating the worker(s) in relation to whom she believes to be discriminated against, while the onus is on the employer to prove that the remuneration differences are based on factors other than sex. (Art. 9)</p>
Decree Law 426/88, of 18 November (Regulates equal opportunities in the Public Administration)	<p>1 – There shall be equal pay among male and female workers for equal work or work of equal value.</p> <p>2 – Variations in remuneration do not constitute discrimination when based on objective criteria, common to men and women.</p> <p>3 – Systems for describing tasks and evaluating jobs must be based on objective criteria common to men and women, in order to prevent any discrimination between men and women. (Art. 6, Nos. 1 and 2)</p>
Law 99/2003, of 27 August , (approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	<p>1 – Conditions of employment shall be equal for workers of both sex, especially in terms of remuneration.</p> <p>2 – Differences in remuneration do not constitute discrimination when based on objective criteria, common to men and women. Differences based on merit, productivity, attendance or length of service are admissible.</p> <p>3 – Systems for describing tasks and evaluating jobs must be based on objective criteria common to men and women, in order to prevent any discrimination between men and women. (Art. 28 of the Labour Code)</p> <p>1 – For the purpose of No. 1 of Art. 28 of the Labour Code, equal pay implies the elimination, from all its component parts, of any discrimination based on sex.</p> <p>2 – Without prejudice to No. 2 of Article 28 of the Labour Code, equal pay means that for equal work or work of equal value:</p> <p>a) any form of variable remuneration, namely piece work, is set on the basis of the same unit of measurement;</p> <p>b) remuneration calculated according to time worked is the same. (Art. 37 of Law 35/2004)</p>
Law 7/2009, of 12 February (Approves the revision of the Labour Code)	<p>1 – Workers are entitled to equal conditions of employment, especially in terms of remuneration, and the component parts thereof shall not reflect any discrimination grounded on sex.</p> <p>2 – Equal pay means that, for equal work or work of equal value:</p> <p>a) Any type of variable remuneration, namely piece work, is set on the basis of the same unit of measurement;</p> <p>b) Remuneration calculated according to time worked is the same.</p> <p>3 – Differences in remuneration do not constitute discrimination when based on objective criteria, common to men and women, namely, based on merit, productivity, attendance or length of service.</p> <p>4 – Without prejudice to the provisions in the previous number, time off, absences or leave associated with parental protection cannot be grounds for pay differences among workers.</p> <p>5 – Systems for describing tasks and evaluating jobs must be based on objective criteria common to men and women, in order to prevent any sex discrimination.</p> <p>6 – Non-compliance with the stipulations in No. 1 constitutes a very grave offence and non-compliance with the terms of Art. 31, No. 5) is considered a grave offence.</p> <p>Determination of the amount of pay must take into account the quantity, nature and quality of the work, observing the principle of equal pay for equal work or work of equal value. (Art. 270)</p>
Law 60/2018, of 21 August (Approves measures to promote equal pay for equal work or work of equal value)	<p>The employer must ensure a transparent pay policy is in place, which is in accordance with an evaluation of the job's component parts, based on objective criteria, common to men and women, under the terms of Art. 31 of the Labour Code.</p> <p>2 – In case of alleged pay discrimination, under the terms of No. 5 of Art. 25 of the Labour Code, the employer must prove that its pay policy conforms to the previous number above, namely with regard to the pay of the person alleging discrimination and the pay of the worker(s) in relation to whom the worker considers to have been discriminated against. (Art. 4).</p>

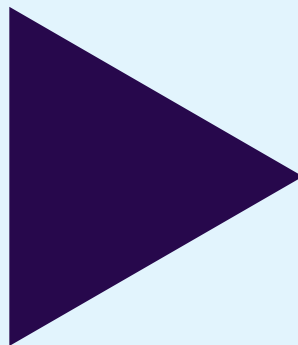
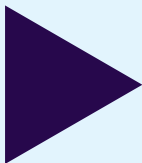
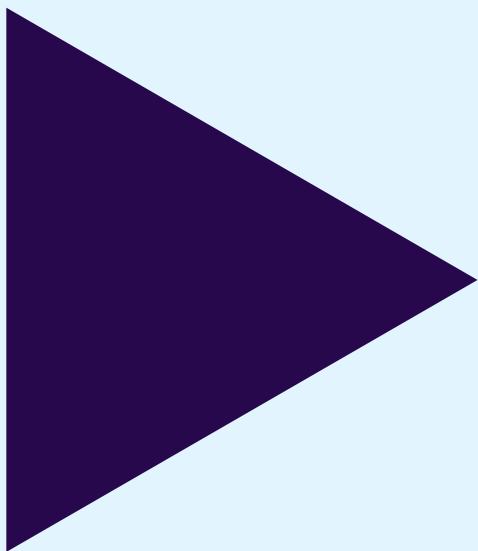
Pay/Remuneration	
Decree Law 392/79, de 20 de setembro (Equal opportunities and treatment at work and in Employment, and establishes the CITE)	All and any provision of assets to which a worker is entitled due to the performance of duties or the position to which they were appointed or recruited, whether remunerated or not, provided in cash or in kind, specifically salary or main remuneration, extra gratuities or complementary remuneration for the performance of work under extended hours or exclusivity arrangements, additional remuneration, seniority pay, holiday and Christmas pay, productivity bonus, per diem allowance, travel and lodging allowance, representation expenses, attendance bonus, cashier's allowance, night work pay, overtime work, work during weekly rest break and national holidays, shift work allowance, meal allowance, rent allowance, provision of accommodation, housing or supplies. (Art. 2, c)
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	<p>Determination of the amount of remuneration must take into account the quantity, nature and quality of the work, observing the principle of equal pay for equal work or work of equal value. (Art. 263 of Law 99/2003)</p> <p>Remuneration is only considered to be that which, under the terms of the contract, the rules governing it or usages, the worker is entitled in exchange for their work.</p> <p>2 – Included in remuneration in return for work are the basic pay and all the regular and periodic payments made, directly or indirectly, in cash or in kind.</p> <p>3 – Until proven otherwise, remuneration is presumed to be all and any payment made by the employer to the worker. (Art. 249. of Law 99/2003)</p>
Law 7/2009, of 12 February (Approves revision of the Labour Code)	<p>1 – Remuneration is considered to be the payment to which, under the terms of the contract, the rules governing it or usages, the worker is entitled in exchange for their work.</p> <p>2 – Remuneration consists of the basic wage and other regular or sporadic payments made, directly or indirectly, in cash or in kind. [Point a) to d), no. 1 of Article 260 of the Labour Code]</p> <p>3 – Any payment made from the employer to the worker is presumed to constitute remuneration (Art. 258) Definition of payments included or excluded in pay – (Art. 260)</p>
Law 60/2018, of 21 August (Approves measure to promote equal pay for equal work or work of equal value)	«Remuneration», includes basic wage and other regular and periodic payments made, directly or indirectly, in cash or in kind, as well as the payments referred to in Points a) to d) of No. 1, Art. 260 of the Labour Code (amounts received for travel allowances, per diem allowances, installation allowances and other similar support, due to the worker for reasons of travel, new premises or expenses incurred in the course of work for the employer, except when, in cases where said travel or expenses are frequent, those amounts, relating to the part that exceeds the normal respective amounts, have been foreseen in the contract or considered by usages as an integral part of the worker's pay; profit-sharing, as long as the worker is entitled through their contract of a set, variable or mixed remuneration, adjusted to their work).

Discrimination	
Decree Law 392/79, of 20 September (Equal opportunities and treatment at work and in Employment and establishes the CITE)	All sex distinction, exclusion, limitation or preference intending, or resulting in, the undermining of or refusal to recognize, the fulfilment or exercise of guaranteed rights. (Point a) of Art. 2)
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	The mere order or instruction that is intended to cause someone harm on grounds of a discriminatory factor constitutes discrimination. (Art. 32., No. 3 of Law 35/2004)
Law 7/2009, of 12 February (Approves the revision of the Labour Code)	The mere order or instruction that is intended to cause someone harm someone on grounds of a discriminatory factor (descent, age, sex, sexual orientation, gender identity, marital status, family situation, economic situation, education, social origin or condition, genetic patrimony, limited work capacity, disability, chronic illness, nationality, ethnic or racial origin, territory of origin, language, religion, political or ideological beliefs and trade union membership, constitutes discrimination. (Art. 23, No. 2)
Law 60/2018, of 21 August (Approves measures to promote equal pay for equal work or work of equal value)	All sex-based distinction, exclusion, limitation or preference intending, or resulting in, the denial or restriction of recognition, fulfilment or exercise, in conditions of equality, of rights, freedoms and guarantees or economic, social and cultural rights. (Art. 2, No. 1, Point c)

Direct discrimination	
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	Direct discrimination: whenever, on account of one of the factors indicated in the said legal precept (descent, age, sex, sexual orientation, marital status, family situation, genetic patrimony, limited work capacity, disability or chronic illness, nationality, ethnic origin, religion, political or ideological beliefs, trade union membership, territory of origin, language, race, education, economic situation, social origin or condition) a person is subjected less favourable treatment than that which is, has been, or will be afforded to another person in a comparable situation; (Art. 32, No. 2, Point a) of Law 35/2004)
Law 7/2009, of 12 February (revokes the Labour Code of 2003) (Approves the revision of the Labour Code)	Direct discrimination: whenever, by reason of discrimination, a person is subjected to less favourable treatment than that which is, has been, or will be afforded to another person in a comparable situation. (Art. 23, No. 1, Point a)
Law 60/2018, of 21 August (Approves measures to promote equal pay for equal work or work of equal value)	Refers to Point a) of No. 1 of Article 23 of the Labour Code, approved by Law 7/2009 [Direct discrimination: whenever, by reason of discrimination, a person is subjected to less favourable treatment than that which is, has been, or will be given to another person in a comparable situation;]
Indirect discrimination	
Law 105/97, of 13 September (Guarantees the right to equal treatment at work and in employment)	Indirect discrimination exists whenever a measure, criterium or an apparently neutral practice is disproportionately prejudicial to individuals of a particular sex, namely by reference to their marital or family status, without objective justification for any reason or necessary condition unrelated to sex.
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	Indirect discrimination: whenever an arrangement, criterium or an apparently neutral practice is liable to place people, who are included in one of the characteristic factors indicated in the said legal precept, in a disadvantaged position in relation to others, unless that arrangement, criterium or practice is objectively justified by a legitimate purpose and the means to achieve it are appropriate and necessary. (Art.32, No. 2, Point b)
Law 7/2009, of 12 February (Approves the review of the Labour Code)	Indirect discrimination: whenever an arrangement, criterium or an apparently neutral practice is liable to place a person, by reason of discrimination, in a disadvantaged position in relation to others, unless said arrangement, criterium or practice is objectively justified by a legitimate purpose and the means to achieve it are appropriate and necessary. (Art. 23, No.1, Point a)
Law 60/2018, of 21 August (Approves measures to promote equal pay for equal work or work of equal value)	Refers to Point b) of No. 1 of Article 23 of the Labour Code, approved by Law 7/2009: Indirect discrimination: whenever an arrangement, criterium or an apparently neutral practice is liable to place a person, by reason of discrimination, in a disadvantaged position in relation to others, unless said arrangement, criterium or practice is objectively justified by a legitimate purpose and the means to achieve it are appropriate and necessary.
Gender pay discrimination	
Decree Law 392/79, of 20 September (Equal opportunities and treatment at work and in employment, and establishes the CITE)	Task description and job evaluation systems must be based on objective criteria common to men and women, so as to avoid any discrimination grounded on sex (Art. 9, No. 3)
Law 99/2003, of 27 August , (approves the Labour Code) and Law 35/2004, of 29 July , (regulates the Labour Code)	For the purposes of No. 1 of Art. 28 of the Labour Code, equal pay implies, namely, the elimination of and sex discrimination in the set of components on which its determination depends. (Art. 37, No. 1)
Law 7/2009, of 12 February (Approves the revision of the Labour Code)	Workers are entitled to equal conditions of employment, particularly in respect of remuneration, and the factors that determine its amount shall not contain any discrimination grounded on sex. (Art. 31, No. 1)
Law 60/2018, of 21 August (Approves measures to promote equal pay for equal work or work of equal value)	The difference, direct or indirect, in terms of remuneration, on grounds of sex and not based on objective criteria common to men and women. (Art. 2, No. 1, Point d)

Equal work	
Decree Law 392/79, of 20 September (Equal opportunities and treatment at work and in employment, and establishes the CITE)	Equal work: work carried out for the same employer when the tasks performed are the same or objectively similar in nature (Art. 2, Point d)
Decree Law 426/88, of 18 November (Gender equality in employment within the Public Administration)	Equal work: work in which the duties or tasks performed, or those which have equivalent functional content, are the same or objectively similar in nature (Art. 3, Point d)
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004, of 29 July (regulates the Labour Code)	Equal Work: that in which the functions performed, for the same employer, are the same or objectively similar in nature, quality and quantity (Art. 32, No. 2, Point c)
Law 7/2009, of 12 February (Approves revised Labour Code)	Equal work – that in which the functions performed, for the same employer, are the same or objectively similar in nature, quality and quantity (Art. 23, no. 1, Point c).

Work of equal value	
Decree Law 392/79, of 20 September (Equal opportunities and treatment at work and in employment, and establishes the CITE)	Work carried out for the same employer, when the tasks performed, albeit different in nature, are considered equivalent when objective job evaluation criteria are applied (Art. 2, Point c)
Decree Law 426/88, of 18 November (Gender equality in employment within the Public Administration)	Work of equal value: work in which the functions or duties performed, although different, are considered to be equivalent when objective job evaluation criteria are applied (Art. 3, Point e)
Law 99/2003, of 27 August , (Approves the Labour Code) and Law 35/2004 of 29 July (regulates the Labour Code)	Work of equal value: that which corresponds to a series of functions, performed for the same employer, considered equivalent in terms of the skills or experience required, the inherent responsibilities, physical and psychological effort, and the conditions in which the work is carried out. (Law 35/2004, Art. 32, No. 2, Point d)
Law 7/2009, of 12 February (Approves the revised Labour Code)	Work of equal value, that which corresponds to a series of functions, performed for the same employer, considered equivalent in terms of the skills or experience required, the inherent responsibilities, physical and psychological effort, and the conditions in which the work is carried out. (Labour Code, Art. 23, No.1, Point d)



Appendix 3

► Guide for gathering social partners' opinions (written questionnaire)

1. In your opinion, what are the stumbling blocks to implementing the equal pay for equal work or work of equal value principle in Portugal?
2. What factors might contribute to the persistence of direct or indirect discrimination in remuneration?
3. In your opinion, how appropriate and likely to produce results is Law 60/2018 (which approves measures for promoting equal pay for equal work or work of equal value)?
4. What concrete initiatives to promote equal pay for equal work or work of equal value have you already undertaken, or intend to undertake in the near future?
 - a. If initiatives have already been undertaken, what difficulties were encountered in carrying them out?
5. What public policy, social dialogue and/or collective bargaining measures do you think would be valuable in tackling gender inequalities in remuneration?

Appendix 4-A

► Appendix A 1.1.1 Labour force educational levels by age group

	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	5232,6	75,6	636,6	636,1	1058	1448,3	1378,1
2017	5219,4	86,6	679,3	651,1	1086	1399	1317,5
2016	5178,3	90,2	721,4	643,6	1071,1	1347,1	1304,8
2015	5195,2	100,2	760,7	665,7	1103,1	1316,7	1248,7
2014	5225,6	121,9	813,8	695,3	1123,4	1275,5	1195,6
2013	5284,6	154,3	930,8	747,6	1147,5	1222,7	1081,6
2012	5382,6	181,6	1033,2	793,4	1172,9	1153,4	1048,1
2011	5428,3	209,2	1098	839,2	1222,4	1079,9	979,6

15 - 24 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	371,9	o	§	15	84,1	204,6	65,9
2017	371,3	o	§	15,4	87,5	203,6	61,8
2016	364,2	§	§	14,8	95,6	193,1	57
2015	369,5	o	§	17,7	96,4	191,2	61,3
2014	378	o	§	21,6	115,7	176,6	59,4
2013	389,5	§	5,9	28,7	124	173,1	56,7
2012	419,1	§	7,8	37,4	140,4	178,2	54,6
2011	436,7	§	7,8	43,1	160,7	166,4	57,1

25 - 34 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	1016,4	§	11,3	59,3	208,2	372,4	363,7
2017	1033,4	§	10,6	61,2	223,9	371,7	363,7
2016	1054,8	§	13,3	69,4	221,6	365,5	382,2
2015	1083,6	§	17,8	80,1	249	364,2	368,6
2014	1118,7	§	17,7	95	265,1	376,8	361,4
2013	1162,5	5	26,1	119,4	282,2	368,4	361,3
2012	1223,5	7,1	30,2	144,6	311,9	361,8	367,9
2011	1280,6	8,9	40,1	159,4	339,4	367,7	365,1

Notes:

o: Data less than half the modulus of the unit used §: Deviation from quality standard/High coefficient of variation

-: Data null or not applicable

► Appendix A 1.1.1 Labour force educational levels by age group (Continued)

35 - 44 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	1384,2	6,7	44,5	167	295,9	406,6	463,5
2017	1407,5	7,9	51,7	185,8	310,1	400,2	451,8
2016	1429,3	9,5	59,8	193,6	315,1	396,1	455,3
2015	1443,3	10,3	70,1	213,4	318	393,2	438,2
2014	1454,2	13	81,5	237,6	326,5	387,6	407,9
2013	1448,4	15,3	106	268,8	338,3	381,9	338,2
2012	1460,2	16,2	132,3	302,6	338,9	350,3	319,9
2011	1460,2	24,5	153,5	338,5	346,8	309,1	287,9

35 - 44 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	1322,5	16,4	165,5	249,4	281,8	308,5	300,9
2017	1314,3	18,6	194,9	253,6	283	282,8	281,6
2016	1295,6	20,1	221,9	256,2	269,9	266,8	260,7
2015	1284,3	18,3	229,2	250,5	283	255,6	247,8
2014	1285,1	25,2	254,2	244,9	277,1	240,7	243,1
2013	1285,8	33,4	305,9	250	272,7	214,1	209,7
2012	1280,5	35,4	344,5	245	267,3	189,6	198,7
2011	1262,5	41	368,7	235,9	276,6	173,5	166,8

35 - 44 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	881,2	21,3	265,7	131,4	164,4	143,5	154,9
2017	845,6	22	279,1	120,7	159,2	129,4	135,3
2016	795,6	20,7	283,6	97,2	146,7	117,4	130
2015	768,7	22,7	291,3	93,7	135,9	103,2	121,7
2014	740,1	27,4	310,5	86,1	121,3	85,3	109,5
2013	723,7	34	330,7	70,2	112,1	77	99,7
2012	703,6	40,1	350,4	54,2	97,7	67,6	93,5
2011	698,4	46,2	366,8	52,9	87,3	55,6	89,5

Notes:

o: Data less than half the modulus of the unit used §: Deviation from quality standard/High coefficient of variation

-: Data null or not applicable

► Appendix A 1.1.1 Labour force educational levels by age group (Continued)

65 years and over	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	256,3	29,3	147,4	14,1	23,7	12,7	29,1
2017	247,3	35,6	140,1	14,5	22,3	11,5	23,4
2016	238,7	36,4	139,9	12,4	22,2	8,2	19,7
2015	245,8	44,6	149,8	10,3	20,8	9,3	11
2014	249,4	53,2	145,4	10,1	17,7	8,5	14,5
2013	274,8	65,5	156,3	10,4	18,3	8,2	16,1
2012	295,7	82,1	168	9,7	16,8	5,8	13,4
2011	289,8	87	161,1	9,4	11,5	7,5	13,2

W Total	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	N.º (milhares)	No (in thousands)	No (in thousands)	No (in thousands)
2018	2572,1	36,4	273,1	246,9	448,7	717,9	849,1
2017	2552,9	42,6	284,1	266,7	457,3	695,7	806,5
2016	2525,9	42	297,4	262,3	472,8	664,5	786,9
2015	2537,8	48,3	314,3	276,1	485,1	654,6	759,5
2014	2544,6	60,4	342,2	282,3	480,7	645,5	733,4
2013	2560	76,5	395,1	293,8	499,7	630,7	664,1
2012	2591,1	94,7	431,5	303,5	531,5	604,3	625,6
2011	2590,8	104,7	453,5	338,8	558,1	555	580,7

15 - 24 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	169	o	§	§	31,4	88,4	45
2017	173,7	o	§	4,8	33,4	90,9	43,4
2016	168,7	-	§	4,6	36,1	89	38,2
2015	178,2	o	§	7,3	34,7	94,4	40,8
2014	184,7	o	§	9,3	43,3	88,9	41,5
2013	185,3	o	§	10,3	46,3	85,9	40,6
2012	194,6	o	§	10,6	51,4	91,5	38,8
2011	202,4	§	§	12,3	63,5	83,4	40,5

Notes:

o: Data less than half the modulus of the unit used §: Deviation from quality standard/High coefficient of variation

-: Data null or not applicable

► Appendix A 1.1.1 Labour force educational levels by age group (Continued)

25 - 34 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	508,3	o	4,7	19,7	76,2	174,2	233,1
2017	522,1	§	4,6	19,9	84	183,1	229,7
2016	533,6	§	§	22,9	94,1	174,2	237,5
2015	550,4	§	§	27,1	105,7	179	232,6
2014	567,2	§	5,8	35,6	105,2	188,9	230,8
2013	587,5	§	11,8	45,1	113,1	184,9	231,1
2012	612,8	§	12,1	50,7	136	188,8	222,9
2011	637,7	§	14,1	61,1	148,3	188,8	222,7

35 - 44 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	703,7	§	19,5	59,9	122,5	211,3	288,4
2017	717	§	23,1	72,8	131,7	205,1	281,5
2016	728,6	§	26,4	74,3	139	202,8	282,9
2015	728,3	§	31,5	87,3	136,6	198,9	271,1
2014	733	4,8	35,9	95,8	142,2	200,8	253,4
2013	731,5	5	48,9	105,8	151,6	211,9	208,3
2012	726,3	§	57,9	114,5	158,1	195,9	196
2011	718,4	7,8	69,9	137,3	160,2	170,5	172,8

45 - 54 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	664	5,6	78,2	101,3	132,7	164,7	181,5
2017	654,4	6,5	89,6	113	129,1	147,6	168,6
2016	642,5	6,9	99,5	112,9	130,1	140	153,1
2015	635,1	7,2	99,5	111,2	138,4	131,6	147,2
2014	632,6	10,6	114,3	103	130,9	126	147,8
2013	626,3	13,6	138,7	101,7	130,9	112,5	128,9
2012	617,5	14,1	150,2	103,6	132	97,3	120,4
2011	605,7	15,4	160,4	102	138,6	88,9	100,5

Notes:

o: Data less than half the modulus of the unit used §: Deviation from quality standard/High coefficient of variation

-: Data null or not applicable

► Appendix A 1.1.1 Labour force educational levels by age group (Final)

55 - 64 years	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)
2018	431,9	9,7	119,7	57,5	78,7	75,3	91
2017	399,1	10,7	122,9	51,4	72,9	65,4	75,7
2016	367,8	9,4	124	44,1	65,8	56,1	68,4
2015	356,1	11,3	129,4	40,7	62,9	47,2	64,7
2014	336	12,1	139,2	35,6	54,3	38,3	56,5
2013	329	17,1	146,3	28,6	52,6	33,2	51,3
2012	326,9	23,5	158,5	22	49,5	28,9	44,4
2011	319,4	27,4	159,9	23,9	45,6	21,2	41,5

65 years and over	Total	None	Elementary (1st-4th grade)	Basic Education (5th-6th grade)	Lower secondary (7th-9th grade)	Upper secondary (10th-12th grade)	Higher education
Years	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	No (in thousands)	
2018	95,1	18,3	50,5	4,8	7,2	§	10,2
2017	86,7	21,7	42,9	4,7	6,4	§	7,5
2016	84,6	21,7	42,6	§	7,8	§	6,7
2015	89,7	25,2	48,7	§	6,9	§	§
2014	91	31,8	45,6	§	4,8	§	§
2013	100,3	39,1	47,5	§	5,2	§	§
2012	113,1	50,6	50,8	§	4,5	§	§
2011	107,2	50,7	47,1	§	§	§	§

Notes:

o: Data less than half the modulus of the unit used §: Deviation from quality standard/High coefficient of variation

-: Data null or not applicable

► Appendix A 1.1.2: Employment rates for women (20-40 years old) with children (under the age of 6) in PT and EU28

Employment rate of adults by sex, age groups, educational attainment level, number of children and age of youngest child (%) [lfst_hheredch] - FEMALEs														
GEO/TIME	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
European Union - 28 countries	:	:	:	:	59,1	59,3	60,1	60,3	60,3	61,7	62,1	62,5	63,4	64,1
European Union - 15 countries (1995-2004)	:	:	:	:	60,3	60,5	61,4	61,8	61,8	62,9	63,1	63,7	64,6	65,5
Euro area (19 countries)	56,5	58,1	59,3	60,5	60,1	59,8	61	61,3	60,9	62	62,2	62,2	63,1	63,9
Belgium	67,3	68,4	68,3	69,7	69,2	69,9	68,5	69,4	67,9	69,4	68,6	68,9	67,7	71,5
Bulgaria	46,5	49,5	53,7	54	52,1	49,8	52,7	51	51,4	55,5	54,6	55,9	56,7	53,5
Czechia	35,2	34,4	33,1	33	33,6	35,8	39,7	39,4	42,4	43,8	42,7	44,7	43,6	46,9
Denmark	:	:	:	:	:	83,3	79,7	77,4	78,2	77	78	79,5	76,5	78,4
Germany (until 1990 former territory of the FRG)	46,8	51	52,4	53	55,3	54,5	60,6	59,9	61	61,6	62,4	62,4	62,7	63,7
Estonia	45,9	55,4	53,3	53	50,8	51,4	52,8	53,5	51,1	53,8	55,6	51,9	56,4	55,5
Ireland	:	56,8	60,1	60	57,2	56,2	56,4	57,8	59,5	62	64,2	64,9	66,3	66,9
Greece	53	54,3	53,2	53,9	53,4	54,7	52,5	50,3	48,7	50,4	53,3	52,8	53,9	55,1
Spain	56	57,6	59,6	59,7	58	57,9	57,7	57,9	56,1	59,5	60,7	61,3	63,9	64,4
France	62,7	62,2	64,1	66,7	65,3	65,6	65,2	65,4	66,3	66,5	63,5	63,2	64,2	65,8
Croatia	65,2	63,1	65,3	66,3	69	66,9	60,4	58	57,7	67,8	68,7	68,3	70,2	71,3
Italy	51,9	53	53,1	53,9	53,7	52,6	53	54,5	53,4	54	54,2	53,5	53,6	53,4
Cyprus	69,2	70,3	73	72,6	74	72,8	72,2	69	67,8	70,6	70,6	69,6	68,9	69,9
Latvia	51,9	58	61,7	66,9	60,1	61,8	63,8	62,7	65,7	64,3	68,4	70,4	69,6	73,6
Lithuania	72,7	71,7	70,3	68,6	68,2	70,7	72,5	74	71,4	71,7	73,9	75,9	75,2	76,2
Luxembourg	62,2	63,9	66,9	63,8	66,9	69	67,6	71,3	72,2	75,4	73,1	73,6	78,5	74,1
Hungary	33,7	35,5	33	33,7	33,5	32,8	33,5	36,3	35,5	38,5	38,5	39,7	41,7	41,9
Malta	29,5	35	39,3	40,5	41,7	42,1	50,5	57	60,2	61,1	58,5	61,8	61,8	65,9
Netherlands	67,4	70,5	72,3	75,6	76,6	76,9	75,3	76,6	74	73,5	75,7	75,7	76,1	75,8
Austria	61,6	61,4	62,5	64,4	66,4	65,1	68,1	71	69,7	70,4	70,5	71,5	70,5	70,3
Poland	52,7	55,3	58,9	60,8	59,7	60,7	59,6	60	60,4	63,4	65,6	64,2	63,6	64
Portugal	75,2	75,9	73,8	74,3	72,2	71,2	73,2	71,6	71,9	75	78,5	78,2	81,2	82,1
Romania	59,7	64,4	63,1	62,5	60,9	61,2	62	61,6	59,7	61,8	60,7	58,5	62,5	61,8
Slovenia	80,4	82	83,4	82,5	81,7	81,9	81,9	78,1	75,8	74,7	77,6	77,8	80,9	81,5
Slovakia	36	37,1	37,3	39,5	37,4	36	36,9	35,3	35,1	37,6	38,5	41,3	42	41,2
Finland	60,5	61,4	62,2	64,2	63,2	61,1	60,3	61,6	58,3	60	59,9	60,2	63,6	63,3
Sweden	:	:	:	:	77,9	75,4	74,1	77,6	78,1	79,5	79,1	82	81,6	80,9
United Kingdom	57,2	57,3	56,6	58,3	58	58,8	59,6	59,8	61	61,7	63,1	65,5	66,9	67,8
Montenegro	:	:	:	:	:	:	45,3	49,1	47	51,9	51,6	54,1	49,2	50
North Macedonia	:	29,1	31,2	29,6	29,9	31,6	34,3	35,7	37,5	35,9	36,7	42,5	42,6	46
Serbia	:	:	:	:	:	:	:	:	:	53,4	54,9	57,8	59,7	61,3
Turkey	:	19,9	19,7	19,9	20,9	23,1	24,9	25,8	26,6	27,2	27,4	28,5	29,8	29,7

► Appendix A 1.1.2: Employment rates for women (20-40 years old) with children (under the age of 6) in PT and EU28 (Final)

Employment rate of adults by sex, age groups, educational attainment level, number of children and age of youngest child (%) [lfst_hheredch] - MALES														
GEO/TIME	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
European Union - 28 countries	:	:	:	:	88,8	88,4	88,5	87,9	87,2	88,2	89	89,7	90,5	91
European Union - 15 countries (1995-2004)	:	:	:	:	88,8	88,6	88,4	87,8	87	87,9	88,6	89,4	90	90,4
Euro area (19 countries)	91	91,9	92,1	91,3	88,8	88,2	88,3	87,2	86,1	87	87,7	88,4	89,3	89,6
Belgium	90,2	90	90,9	91,5	89,7	89,1	88,6	88,2	87,7	87,8	86,8	88	89,5	90,1
Bulgaria	76,6	79,1	84,1	85,4	82,9	80	80,2	76,9	77,9	80,8	79,7	80,9	84,3	86,9
Czechia	92,4	92,7	94,7	95,6	94,5	94,1	95	93,7	94	94,7	93,9	95,6	97,2	97
Denmark	:	:	:	:	:	91,4	90,9	91,4	92	92,3	94	93	92,7	92,3
Germany (until 1990 former territory of the FRG)	87,6	90,1	90,3	90,5	89,2	90,7	92,9	91,9	92,1	91,8	91,8	91,1	91,3	91,6
Estonia	90,9	92,3	95,7	93,6	83	82,4	91	90,4	91,2	91,7	92,7	92,9	93,4	94,4
Ireland	:	91,1	91,1	88,2	81,2	78,2	76,6	77,8	80,9	84,8	86,4	88,7	89,1	89,8
Greece	95,6	96,8	96,9	97,6	95,5	92,4	87,9	82,9	81,5	82,9	86,4	87,8	88,1	91,1
Spain	92,2	92,3	92,5	87,5	81,9	79,7	78,5	77,1	74,1	78,3	81,2	83,4	85,9	87,9
France	90,8	91,3	91,2	91,8	89,8	89,7	89,4	88,9	87,5	87,2	86,9	87,9	88	86,8
Croatia	86,9	85,4	86,6	88,3	89,3	84	84,7	82,6	79,5	84,2	85,4	86,8	87,2	89,7
Italy	93,2	93,3	93,5	92,5	91	90,1	89,7	88,1	86,7	86,1	86,7	87,1	88,1	88,1
Cyprus	96	95,5	96,4	95,1	92,5	92,1	90,2	88,5	85	85,8	87,1	89,1	89,6	92,4
Latvia	87,8	89,6	90,9	89,9	78,3	77,2	81,5	83,8	87,7	88,1	90,5	90,8	92,1	88,8
Lithuania	88,1	88,8	88,3	87,8	80,7	77,7	84	84,4	87,3	87,6	87,8	89	91	92,9
Luxembourg	96,6	95,1	96,1	96,1	94,7	95,3	94,3	94	92,4	93,7	90,4	91,4	91,1	91,9
Hungary	84,1	84,2	85,2	84	83,3	82	84,6	83,3	84,6	88,4	89,6	90,6	91,9	92,5
Malta	93,4	92,1	93,1	95	94,5	91	93,3	95,9	97	96	96,4	96,7	95,5	96,3
Netherlands	93,9	94,3	95	96,2	95,1	94,2	94,5	94,3	92,2	92,9	93,7	94,1	94,1	94,3
Austria	91,6	91,3	92,5	92,6	91	91,6	93,6	92,1	92,8	91,4	90,5	91	92,1	92,3
Poland	84	87,1	89,5	91,7	91,8	90	90,7	90,5	89,8	91,4	92,6	93,1	93,5	94,6
Portugal	93	93,8	92	92,3	89,6	89,3	86,1	84,6	84,6	88,1	90,7	90,8	92,8	94
Romania	84,2	83,9	84,3	85,7	85,1	87,3	84,8	85,4	84	85	87,5	86,3	88,6	89,9
Slovenia	93,3	93,9	94,4	94,7	93,6	93,7	93,3	92,8	92,6	93,1	94,2	94,1	95,2	97
Slovakia	82,4	85	87,3	90,4	89,4	85,1	88,2	87,4	85,8	86,8	89,1	90,2	91,2	92,4
Finland	91,5	92,3	93,3	92,8	89,8	92,1	91,6	91	90,3	90,2	90,1	89,5	90,6	91,3
Sweden	:	:	:	:	92	91,9	93,4	93,3	92,8	93	93,3	94,1	93,9	95,3
United Kingdom	90,5	90,2	90,2	90,2	88,1	88,7	88,2	89,4	90,1	90,9	91,8	92,9	93	93,5
Montenegro	:	:	:	:	:	:	73,2	73,6	74,1	74,8	77,2	78,5	78,4	79,2
North Macedonia	:	60,5	59,3	61	66,2	67,1	63,7	64,4	66,9	70,9	67,6	71,9	74,8	77,4
Serbia	:	:	:	:	:	:	:	:	:	78,5	79,2	81,9	83,7	85,3
Turkey	:	87,1	86,9	86	83,5	87,1	88,9	89,1	89,6	88,4	88,6	87,9	88,8	88,8
			17,8	11,9										

Note: No data available before 2005.

► Appendix A 1.1.3 Occupational Skills levels

Proportion of Senior Management, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	194565	105304	89261	8,98%	8,97%
2016	187083	101592	85491	9,04%	8,86%
2015	181020	99421	81599	9,13%	8,73%
2014	175541	97532	78009	9,19%	8,66%
2013	174731	97864	76867	9,43%	8,68%
2012	173712	97978	75734	9,30%	8,48%
2011	180449	102423	78026	8,93%	8,38%
2010	182824	105211	77613	8,93%	8,31%
2009	163124	94578	68546	8,42%	7,62%
2008	164529	95992	68537	8,13%	7,40%
2007	155273	91478	63795	7,77%	6,99%
2006	132728	82568	50160	7,31%	5,80%
2005	123695	77848	45847	6,86%	5,39%
2004	121718	79298	42420	7,18%	5,28%
2003	106498	69802	36696	6,58%	4,76%
2002	91710	61027	30683	6,04%	4,32%
Proportion of middle management, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	140345	73289	67056	6,25%	6,74%
2016	133535	69711	63824	6,20%	6,62%
2015	129020	67559	61461	6,20%	6,58%
2014	124004	65596	58408	6,18%	6,48%
2013	123033	65009	58024	6,27%	6,55%
2012	124450	66823	57627	6,34%	6,45%
2011	131372	72152	59220	6,29%	6,36%
2010	129968	72838	57130	6,18%	6,12%
2009	117535	65553	51982	5,83%	5,78%
2008	116401	65951	50450	5,59%	5,44%
2007	108513	62496	46017	5,31%	5,04%
2006	109303	60959	48344	5,39%	5,59%
2005	103785	59240	44545	5,22%	5,24%
2004	96569	58693	37876	5,32%	4,71%
2003	85523	52459	33064	4,94%	4,29%
2002	73302	44782	28520	4,43%	4,01%

► Appendix A 1.1.3 Occupational Skills levels (Continued)

Proportion of Operations management, supervisors, forepersons, team leaders, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	123728	76904	46824	6,56%	4,71%
2016	117664	73754	43910	6,56%	4,55%
2015	112575	71594	40981	6,58%	4,38%
2014	110852	71041	39811	6,70%	4,42%
2013	109460	70480	38980	6,79%	4,40%
2012	111672	72293	39379	6,86%	4,41%
2011	115626	76150	39476	6,64%	4,24%
2010	118543	79582	38961	6,76%	4,17%
2009	85923	62213	23710	5,54%	2,64%
2008	90686	66176	24510	5,60%	2,64%
2007	90452	66517	23935	5,65%	2,62%
2006	87732	64601	23131	5,72%	2,67%
2005	89129	66348	22781	5,85%	2,68%
2004	84369	63075	21294	5,71%	2,65%
2003	80461	60646	19815	5,72%	2,57%
2002	74770	57172	17598	5,66%	2,48%
Proportion of Highly-skilled professionals, by sex					
Years	Total (M+W)	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	188097	94930	93167	8,10%	9,37%
2016	179443	89957	89486	8,01%	9,27%
2015	169040	85055	83985	7,81%	8,98%
2014	161549	82435	79114	7,77%	8,78%
2013	158155	81408	76747	7,85%	8,66%
2012	160649	82774	77875	7,86%	8,72%
2011	170484	90069	80415	7,85%	8,64%
2010	174909	94314	80595	8,01%	8,63%
2009	189513	100806	88707	8,97%	9,86%
2008	189818	101905	87913	8,63%	9,49%
2007	178493	96718	81775	8,21%	8,96%
2006	168412	91783	76629	8,12%	8,86%
2005	167870	92485	75385	8,15%	8,86%
2004	149819	82614	67205	7,48%	8,36%
2003	143030	78646	64384	7,41%	8,35%
2002	134466	75600	58866	7,48%	8,28%

► Appendix A 1.1.3 Occupational Skills levels (Continued)

Proportion of Skilled professionals, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	874286	508465	365821	43,36%	36,77%
2016	811448	479491	331957	42,68%	34,41%
2015	790028	468275	321753	43,01%	34,42%
2014	766660	453206	313454	42,73%	34,80%
2013	750450	443267	307183	42,72%	34,68%
2012	766067	456067	310000	43,30%	34,72%
2011	824105	503737	320368	43,93%	34,41%
2010	840296	521500	318796	44,27%	34,15%
2009	821833	508679	313154	45,26%	34,82%
2008	865660	541824	323836	45,89%	34,94%
2007	874961	549394	325567	46,66%	35,67%
2006	839097	528602	310495	46,78%	35,90%
2005	853726	540381	313345	47,62%	36,83%
2004	831041	529704	301337	47,98%	37,51%
2003	828609	524033	304576	49,38%	39,52%
2002	801624	513610	288014	50,83%	40,53%
Proportion of Semi-skilled workers, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	407765	188197	219568	16,05%	22,07%
2016	425484	190319	235165	16,94%	24,37%
2015	414244	182659	231585	16,78%	24,78%
2014	399103	178234	220869	16,80%	24,52%
2013	392730	171496	221234	16,53%	24,98%
2012	388231	165943	222288	15,75%	24,90%
2011	395454	167873	227581	14,64%	24,44%
2010	398886	169467	229419	14,39%	24,57%
2009	376360	153710	222650	13,68%	24,76%
2008	369949	149656	220293	12,67%	23,77%
2007	364780	147553	217227	12,53%	23,80%
2006	347187	142126	205061	12,58%	23,71%
2005	334224	135363	198861	11,93%	23,37%
2004	319071	131920	187151	11,95%	23,29%
2003	298603	125605	172998	11,84%	22,45%
2002	273074	115524	157550	11,43%	22,17%

► Appendix A 1.1.3 Occupational Skills levels (Final)

Proportion of Unskilled workers, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	181885	95618	86267	8,15%	8,67%
2016	177002	89234	87768	7,94%	9,10%
2015	171051	85387	85664	7,84%	9,16%
2014	166825	84013	82812	7,92%	9,19%
2013	160903	80960	79943	7,80%	9,03%
2012	165757	83784	81973	7,95%	9,18%
2011	186264	97573	88691	8,51%	9,53%
2010	189408	96530	92878	8,20%	9,95%
2009	187189	97964	89225	8,72%	9,92%
2008	219876	114844	105032	9,73%	11,33%
2007	223885	117099	106786	9,94%	11,70%
2006	217360	113665	103695	10,06%	11,99%
2005	218292	116569	101723	10,27%	11,96%
2004	209271	112627	96644	10,20%	12,03%
2003	195873	107055	88818	10,09%	11,52%
2002	188156	106477	81679	10,54%	11,49%
Proportion of Interns/trainees, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	56664	29865	26799	2,55%	2,69%
2016	56663	29455	27208	2,62%	2,82%
2015	56605	28892	27713	2,65%	2,96%
2014	56945	28680	28265	2,70%	3,14%
2013	53833	27046	26787	2,61%	3,02%
2012	55590	27642	27948	2,62%	3,13%
2011	74126	36776	37350	3,21%	4,01%
2010	76667	38428	38239	3,26%	4,10%
2009	81575	40314	41261	3,59%	4,59%
2008	90667	44482	46185	3,77%	4,98%
2007	94045	46312	47733	3,93%	5,23%
2006	93169	45721	47448	4,05%	5,49%
2005	94971	46604	48367	4,11%	5,68%
2004	95510	46020	49490	4,17%	6,16%
2003	93256	42913	50343	4,04%	6,53%
2002	83958	36269	47689	3,59%	6,71%

► Appendix A 1.1.4: Length of Service

Workers average age and seniority (years)						
Years	Average age (T)	Average age (M)	Average age (W)	Average seniority (T)	Average seniority(M)	Average seniority(W)
2017	41,07	41,28	40,81	8,18	8,13	8,24
2016	40,92	41,14	40,67	8,38	8,39	8,37
2015	40,75	41,01	40,45	8,50	8,56	8,43
2014	40,55	40,82	40,23	8,58	8,64	8,51
2013	40,21	40,53	39,83	8,61	8,73	8,46
2012	39,84	40,20	39,42	8,42	8,61	8,19
2011	39,43	39,87	38,89	7,99	8,20	7,73
2010	39,13	39,62	38,52	7,72	7,93	7,46
2009	38,91	39,43	38,27	7,68	7,94	7,36
2008	38,57	39,13	37,86	7,43	7,67	7,12
2007	38,32	38,90	37,57	7,41	7,67	7,07
2006	38,06	38,66	37,28	7,39	7,67	7,02
2005	37,80	38,42	36,97	7,34	7,64	6,95
2004	37,57	38,25	36,63	7,31	7,61	6,90
2003	37,26	38,03	36,21	7,11	7,42	6,69
2002	36,94	37,75	35,80	7,00	7,32	6,55

► Appendix: A 1.1.5: Enterprise size

Proportion of employees in employers with 5 or less employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	289498	152831	136667	13,03%	13,74%
2016	287959	151498	136461	13,48%	14,14%
2015	284104	148752	135352	13,66%	14,48%
2014	279318	148137	131181	13,97%	14,56%
2013	274922	145753	129169	14,05%	14,58%
2012	281689	149326	132363	14,18%	14,83%
2011	302326	161402	140924	14,07%	15,13%
2010	310735	166403	144332	14,13%	15,46%
2009	307288	162150	145138	14,43%	16,14%
2008	314831	167360	147471	14,17%	15,91%
2007	315062	168379	146683	14,30%	16,07%
2006	302159	162542	139617	14,38%	16,14%
2005	301950	162738	139212	14,34%	16,36%
2004	285791	156199	129592	14,15%	16,13%
2003	266011	143935	122076	13,56%	15,84%
2002	235904	127499	108405	12,62%	15,26%

► Appendix: A 1.1.5: Enterprise size (Continued)

Proportion of employees in employers with 6-10 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	210649	118380	92269	10,10%	9,28%
2016	205436	115611	89825	10,29%	9,31%
2015	197948	111537	86411	10,24%	9,24%
2014	191912	108494	83418	10,23%	9,26%
2013	189023	107182	81841	10,33%	9,24%
2012	195251	110948	84303	10,53%	9,44%
2011	214267	123855	90412	10,80%	9,71%
2010	223327	130740	92587	11,10%	9,92%
2009	220453	128604	91849	11,44%	10,21%
2008	229791	135504	94287	11,48%	10,17%
2007	232123	137895	94228	11,71%	10,32%
2006	222450	132309	90141	11,71%	10,42%
2005	224331	134654	89677	11,87%	10,54%
2004	216081	130247	85834	11,80%	10,68%
2003	207326	125582	81744	11,83%	10,61%
2002	193975	118593	75382	11,74%	10,61%
Proportion of employees in employers with 11-50 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	557270	306796	250474	26,16%	25,18%
2016	534004	292278	241726	26,01%	25,05%
2015	518666	282690	235976	25,96%	25,25%
2014	501655	273338	228317	25,77%	25,35%
2013	488534	265531	223003	25,59%	25,18%
2012	496383	270199	226184	25,65%	25,33%
2011	535986	298354	237632	26,02%	25,52%
2010	556778	315976	240802	26,83%	25,79%
2009	543805	307802	236003	27,39%	26,24%
2008	570878	325955	244923	27,60%	26,43%
2007	580384	332657	247727	28,25%	27,14%
2006	552470	318161	234309	28,16%	27,09%
2005	547807	320434	227373	28,24%	26,72%
2004	520977	307862	213115	27,89%	26,53%
2003	504277	299392	204885	28,21%	26,58%
2002	487855	296206	191649	29,31%	26,97%

► Appendix: A 1.1.5: Enterprise size (Final)

Proportion of employees in employers with 51-250 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	495699	264296	231403	22,54%	23,26%
2016	479714	254424	225290	22,65%	23,35%
2015	463558	246016	217542	22,59%	23,27%
2014	452648	241069	211579	22,73%	23,49%
2013	439801	235075	204726	22,66%	23,11%
2012	435642	233713	201929	22,19%	22,62%
2011	461304	252542	208762	22,02%	22,42%
2010	466855	258582	208273	21,95%	22,31%
2009	446127	243226	202901	21,64%	22,56%
2008	472042	260319	211723	22,05%	22,85%
2007	460970	256355	204615	21,77%	22,42%
2006	440674	246243	194431	21,79%	22,48%
2005	431663	241970	189693	21,32%	22,29%
2004	419618	238183	181435	21,58%	22,58%
2003	401893	227431	174462	21,43%	22,64%
2002	364118	208198	155920	20,60%	21,94%
Proportion of employees in employers over 250 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	614219	330269	283950	28,17%	28,54%
2016	581209	309702	271507	27,57%	28,14%
2015	559307	299847	259460	27,54%	27,76%
2014	535946	289699	246247	27,31%	27,34%
2013	531015	283989	247026	27,37%	27,89%
2012	537163	289118	248045	27,45%	27,78%
2011	563997	310600	253397	27,09%	27,21%
2010	553806	306169	247637	25,99%	26,52%
2009	505379	282035	223344	25,10%	24,84%
2008	520044	291692	228352	24,70%	24,64%
2007	501863	282281	219582	23,97%	24,05%
2006	477235	270770	206465	23,96%	23,87%
2005	479941	275042	204899	24,24%	24,08%
2004	220587	271460	193441	24,59%	24,08%
2003	452346	264819	187527	24,96%	24,33%
2002	439208	259965	179243	25,73%	25,22%

► Appendix A 1.1.6: Wages

GPG in the average monthly earnings					
Years	Average monthly earnings (T=M+W)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
2017	1130,95	1234,05	1009,42	18,20%	22,00%
2016	1105,87	1212,89	981,24	19,10%	22,73%
2015	1094,87	1205,79	965,65	19,92%	23,45%
2014	1091,68	1201,73	962,09	19,94%	23,10%
2013	1092,31	1207,79	957,04	20,76%	23,71%
2012	1094,31	1211,74	955,77	21,12%	23,70%
2011	1083,49	1195,05	946,10	20,83%	23,69%
2010	1075,54	1185,58	936,71	20,99%	23,86%
2009	1046,15	1157,51	906,96	21,65%	24,40%
2008	1020,69	1131,00	880,14	22,18%	24,99%
2007	975,29	1083,20	836,10	22,81%	25,22%
2006	945,46	1050,28	808,52	23,02%	25,11%
2005	918,38	1018,91	784,29	23,03%	25,12%
2004	888,47	986,33	754,02	23,55%	24,87%
2003	861,70	958,20	728,84	23,94%	24,90%
2002	838,76	927,11	713,13	23,08%	24,03%
GPG in average hourly earnings					
Years	Average hourly earnings (T=M+W)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
2017	6,63	7,19	5,98	16,8%	21,2%
2016	6,50	7,08	5,83	17,7%	22,0%
2015	6,46	7,07	5,75	18,6%	22,8%
2014	6,45	7,05	5,74	18,6%	22,5%
2013	6,47	7,10	5,72	19,4%	23,1%
2012	6,48	7,13	5,71	19,8%	23,1%
2011	6,41	7,02	5,65	19,4%	23,0%
2010	6,35	6,95	5,60	19,4%	23,1%
2009	6,28	6,88	5,53	19,6%	23,5%
2008	6,03	6,62	5,28	20,3%	24,0%
2007	5,80	6,38	5,05	20,9%	24,3%
2006	5,67	6,24	4,93	21,1%	24,1%
2005	5,56	6,11	4,83	21,0%	24,1%
2004	5,38	5,92	4,64	21,7%	23,9%
2003	5,07	5,59	4,35	22,3%	23,9%
2002	4,95	5,42	4,27	21,3%	23,0%

► Appendix A 1.1.6: Wages (Final)

GPG in average monthly basic wage					
Years	GPG in average monthly basic wage (T)	Average monthly basic wage (M)	Average monthly basic wage (W)	GPG	Adjusted GPG
2017	940,41	1009,13	859,39	14,84%	18,50%
2016	922,63	994,58	838,84	15,66%	19,26%
2015	911,87	987,61	823,64	16,60%	20,09%
2014	907,60	982,85	818,98	16,67%	19,82%
2013	910,39	991,83	815,01	17,83%	20,69%
2012	913,47	998,06	813,67	18,47%	20,91%
2011	904,61	983,42	807,54	17,88%	20,53%
2010	898,99	976,75	800,89	18,00%	20,75%
2009	877,77	956,11	779,86	18,43%	21,03%
2008	854,01	931,92	754,74	19,01%	21,57%
2007	816,22	891,09	719,63	19,24%	21,50%
2006	795,40	869,57	698,51	19,67%	21,58%
2005	773,52	844,87	678,36	19,71%	21,54%
2004	747,25	816,79	651,69	20,21%	21,33%
2003	719,71	787,25	626,71	20,39%	21,12%
2002	700,02	762,39	611,33	19,81%	20,45%
GPG in average hourly basic wage					
Years	Average hourly basic wage (T)	Average hourly basic wage (M)	Average hourly basic wage (W)	GPG	Adjusted GPG
2017	5,57	5,95	5,12	13,91%	18,30%
2016	5,47	5,87	5,00	14,69%	19,06%
2015	5,41	5,83	4,92	15,64%	19,91%
2014	5,39	5,81	4,90	15,64%	19,60%
2013	5,42	5,87	4,89	16,75%	20,46%
2012	5,44	5,91	4,89	17,37%	20,66%
2011	5,39	5,82	4,85	16,72%	20,27%
2010	5,36	5,79	4,81	16,82%	20,50%
2009	5,31	5,74	4,78	16,72%	20,69%
2008	5,09	5,52	4,55	17,60%	21,26%
2007	4,90	5,32	4,37	17,79%	21,20%
2006	4,82	5,23	4,28	18,24%	21,28%
2005	4,74	5,14	4,20	18,21%	21,23%
2004	4,57	4,96	4,03	18,83%	20,99%
2003	4,28	4,66	3,76	19,19%	20,78%
2002	4,18	4,52	3,68	18,59%	20,09%

► Appendix A 1.1.7: Full-time

			Public Sector			For profit private sector			Others (including non-profit private sector)		
			Women	Men	Total	Women	Men	Total	Women	Men	Total
Total			40321	21656	61977	782533	1089814	1872347	171909	61102	233011
Percentage	Educational qualification levels	Elementary or below	19,09%	33,05%	23,97%	44,17%	55,83%	50,96%	46,57%	40,54%	44,99%
		Secondary	19,11%	22,95%	20,45%	31,87%	28,13%	29,69%	24,50%	28,10%	25,44%
		Higher education	61,79%	44,00%	55,58%	23,96%	16,04%	19,35%	28,94%	31,36%	29,57%
Average monthly earnings		Elementary or below	778,00 €	1126,76 €	946,04 €	744,99 €	941,01 €	870,00 €	712,05 €	1033,81 €	788,09 €
		Secondary	916,38 €	1462,3 €	1130,42 €	936,93 €	1184,86 €	1073,65 €	849,19 €	1700,40 €	1095,68 €
		Higher education	1852,75 €	2607,7 € 9	2061,63 €	1535,03 €	2140,51 €	1827,15 €	1471,16 €	2196,24 €	1672,79 €
Average hourly earnings		Elementary or below	4,69 €	6,53 €	5,58 €	4,29 €	5,37 €	4,98 €	4,24 €	6,09 €	4,68 €
		Secondary	5,57 €	8,77 €	6,82 €	5,48 €	6,89 €	6,26 €	5,13 €	10,42 €	6,66 €
		Higher education	10,83 €	15,20 €	12,04 €	9,18 €	12,70 €	10,88 €	9,49 €	13,73 €	10,67 €

► Appendix A 1.2.1: Educational attainment

Educational level	Years	Total	Total (M)	Total (W)	Proportion (W)	
Elementary or below	2017	1073769	640368	433401	40,36%	
	2012	1103740	646308	457432	41,44%	
	2006	1312886	793132	519754	39,59%	
Secondary	2017	627948	328731	299217	47,65%	
	2012	479333	244512	234821	48,99%	
	2006	424519	214363	210156	49,50%	
Higher education	2017	465618	203473	262145	56,30%	
	2012	363055	162484	200571	55,25%	
	2006	257583	122530	135053	52,43%	
Proportion of women by educational attainment						
GPG in average monthly earnings, by educational attainment						
Educational level	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Elementary or below	2017	863,05 €	946,68 €	946,68 €	21,89%	21,39%
	2012	817,93 €	910,90 €	910,90 €	24,63%	24,00%
	2006	724,76 €	808,87 €	808,87 €	26,27%	25,53%
Secondary	2017	1 076,88 €	1 215,98 €	1 215,98 €	24,01%	22,37%
	2012	1 115,19 €	1 287,84 €	1 287,84 €	27,37%	24,38%
	2006	1 036,19 €	1 209,10 €	1 209,10 €	28,89%	24,91%
Higher education	2017	1 821,66 €	2 167,65 €	2 167,65 €	28,35%	22,90%
	2012	1 906,95 €	2 293,83 €	2 293,83 €	30,53%	21,86%
	2006	1 920,82 €	2 335,06 €	2 335,06 €	33,84%	23,25%

► Appendix A 1.2.1: Educational attainment (Final)

GPG in average hourly earnings, by educational attainment						
Educational level	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Elementary or below	2017	4,96 €	5,41 €	4,29 €	20,75%	20,56%
	2012	4,74 €	5,25 €	4,01 €	23,76%	23,38%
	2006	4,23 €	4,70 €	3,53 €	24,90%	24,50%
Secondary	2017	6,31 €	7,10 €	5,43 €	23,51%	21,86%
	2012	6,62 €	7,64 €	5,56 €	27,19%	24,12%
	2006	6,27 €	7,29 €	5,22 €	28,36%	24,40%
Higher education	2017	10,93 €	12,92 €	9,39 €	27,27%	21,93%
	2012	11,60 €	13,82 €	9,79 €	29,14%	20,70%
	2006	12,02 €	14,42 €	9,85 €	31,72%	24,60%

GPG in the distribution of average hourly earnings by educational attainment										
Educational level	Years	Hourly earnings in the 1st quartile (M)	Hourly earnings in the 1st quartile (W)	GAP in the 1st quartile	Hourly earnings in the 2nd quartile (M)	Hourly earnings in the 2nd quartile (W)	GAP in the 2nd quartile	Hourly earnings in the 3rd quartile (M)	Hourly earnings in the 3rd quartile (W)	GAP in the 3rd quartile
Elementary or below	2017	3,85 €	3,53 €	8,30%	4,53 €	3,86 €	14,92%	5,84 €	4,47 €	23,44%
	2012	3,59 €	3,15 €	12,15%	4,38 €	3,54 €	19,24%	5,71 €	4,23 €	25,85%
	2006	3,07 €	2,61 €	15,07%	3,86 €	3,03 €	21,65%	5,19 €	3,76 €	27,60%
Secondary	2017	4,06 €	3,80 €	6,54%	5,16 €	4,42 €	14,34%	7,70 €	5,73 €	25,53%
	2012	4,08 €	3,60 €	11,75%	5,54 €	4,42 €	20,14%	8,80 €	6,09 €	30,78%
	2006	3,73 €	3,17 €	14,94%	5,34 €	4,14 €	22,57%	8,91 €	5,96 €	33,05%
Higher education	2017	6,36 €	5,37 €	15,58%	9,57 €	7,53 €	21,39%	15,81 €	11,06 €	30,02%
	2012	6,89 €	5,71 €	17,09%	10,36 €	7,98 €	22,98%	17,17 €	11,68 €	31,95%
	2006	7,11 €	5,78 €	18,72%	11,28 €	8,16 €	27,63%	18,17 €	11,90 €	34,47%

► Appendix A 1.2.2: Occupational Skills level

Proportion of women by occupational skills level					
Occupational skills level	Years	Total	Total (M)	Total (W)	Proportion (W)
Senior Management	2017	194565	105304	89261	45,88%
	2012	173712	97978	75734	43,60%
	2006	132728	82568	50160	37,79%
Middle management	2017	140345	73289	67056	47,78%
	2012	124450	66823	57627	46,31%
	2006	109303	60959	48344	44,23%
Operations management, supervisors, forepersons, team leaders	2017	123728	76904	46824	37,84%
	2012	111672	72293	39379	35,26%
	2006	87732	64601	23131	26,37%
Highly- Skilled professionals	2017	188097	94930	93167	49,53%
	2012	160649	82774	77875	48,48%
	2006	168412	91783	76629	45,50%
Skilled professionals	2017	874286	508465	365821	41,84%
	2012	766067	456067	310000	40,47%
	2006	839097	528602	310495	37,00%

► Appendix A 1.2.2: Occupational Skills level (Continued)

Proportion of women by occupational skills level						
Occupational skills level	Years	Total	Total (M)	Total (W)	Proportion (W)	
Semi-skilled workers	2017	407765	188197	219568	53,85%	
	2012	388231	165943	222288	57,26%	
	2006	347187	142126	205061	59,06%	
Unskilled workers	2017	181885	95618	86267	47,43%	
	2012	165757	83784	81973	49,45%	
	2006	217360	113665	103695	47,71%	
Interns and trainees	2017	56664	29865	26799	47,29%	
	2012	55590	27642	27948	50,28%	
	2006	93169	45721	47448	50,93%	
GPG in average monthly earnings, by occupational skills level						
Occupational skills level	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Senior Management	2017	2 383,89 €	2 729,35 €	1 976,33 €	27,59%	24,00%
	2012	2 419,68 €	2 765,17 €	1 972,72 €	28,66%	23,47%
	2006	2 439,31 €	2 748,81 €	1 929,83 €	29,79%	23,40%
Middle management	2017	1 718,41 €	1 862,60 €	1 560,81 €	16,20%	17,14%
	2012	1 710,30 €	1 866,40 €	1 529,30 €	18,06%	17,42%
	2006	1 643,40 €	1 792,88 €	1 454,92 €	18,85%	18,65%
Operations management, supervisors, forepersons, team leaders	2017	1 599,65 €	1 659,09 €	1 502,02 €	9,47%	15,95%
	2012	1 510,26 €	1 566,65 €	1 406,73 €	10,21%	16,89%
	2006	1 235,87 €	1 292,30 €	1 078,27 €	16,56%	20,41%
Highly- Skilled professionals	2017	1 414,51 €	1 579,92 €	1 245,96 €	21,14%	20,22%
	2012	1 428,03 €	1 577,36 €	1 269,31 €	19,53%	18,68%
	2006	1 345,78 €	1 447,25 €	1 224,25 €	15,41%	19,37%
Skilled professionals	2017	908,18 €	967,63 €	825,55 €	14,68%	18,01%
	2012	885,06 €	939,55 €	804,89 €	14,33%	19,01%
	2006	777,00 €	823,87 €	697,19 €	15,38%	20,35%
Semi-skilled workers	2017	777,04 €	842,73 €	720,73 €	14,48%	15,02%
	2012	708,67 €	781,91 €	654,00 €	16,36%	16,75%
	2006	652,46 €	742,77 €	589,86 €	20,59%	21,61%
Unskilled workers	2017	718,59 €	761,59 €	670,94 €	11,90%	11,09%
	2012	657,85 €	713,77 €	600,70 €	15,84%	15,11%
	2006	554,33 €	600,56 €	503,66 €	16,13%	15,58%
Interns and trainees	2017	716,57 €	739,68 €	690,81 €	6,61%	8,36%
	2012	651,75 €	680,29 €	623,52 €	8,35%	10,54%
	2006	523,00 €	545,51 €	501,31 €	8,10%	10,60%

► Appendix A 1.2.2: Occupational Skills level (Final)

GPG in average hourly earnings, by occupational skills level						
Occupational skills level	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Senior Management	2017	14,39 €	16,32 €	12,10 €	25,86%	22,62%
	2012	14,80 €	16,71 €	12,33 €	26,25%	21,77%
	2006	15,12 €	16,90 €	12,18 €	27,93%	22,26%
Middle management	2017	10,31 €	11,10 €	9,44 €	15,02%	16,55%..
	2012	10,34 €	11,22 €	9,33 €	16,85%	16,77%
	2006	10,39 €	11,11 €	9,49 €	14,63%	16,98%
Operations management, supervisors, forepersons, team leaders	2017	9,35 €	9,64 €	8,88 €	7,84%	15,07%
	2012	8,85 €	9,13 €	8,33 €	8,81%	16,23%
	2006	7,22 €	7,53 €	6,38 €	15,23%	19,54%
Highly- Skilled professionals	2017	8,43 €	9,36 €	7,48 €	20,08%	19,14%
	2012	8,58 €	9,44 €	7,66 €	18,84%	18,04%
	2006	8,18 €	8,69 €	7,57 €	12,88%	17,83%
Skilled professionals	2017	5,24 €	5,54 €	4,81 €	13,26%	17,08%
	2012	5,16 €	5,44 €	4,74 €	12,82%	18,21%
	2006	4,57 €	4,80 €	4,17 €	13,22%	19,09%
Semi-skilled workers	2017	4,48 €	4,81 €	4,19 €	12,85%	14,08%
	2012	4,11 €	4,50 €	3,82 €	15,10%	16,03%
	2006	3,87 €	4,37 €	3,52 €	19,30%	21,13%
Unskilled workers	2017	4,13 €	4,36 €	3,89 €	10,83%	10,30%
	2012	3,80 €	4,11 €	3,50 €	14,83%	14,23%
	2006	3,23 €	3,47 €	2,97 €	14,40%	14,31%
Interns and trainees	2017	4,13 €	4,25 €	3,99 €	5,97%	7,81%
	2012	3,76 €	3,91 €	3,61 €	7,74%	10,01%
	2006	3,05 €	3,18 €	2,94 €	7,57%	10,21%

► Appendix A 1.2.3: Type of Contract

Proportion of women by type of contract (2012 and 2017)					
Contractual conditions	Years	Total	Total (M)	Total (W)	Proportion (W)
Open-ended Employment Contract	2017	1502450	801362	701088	46,66%
	2012	1497499	811011	686488	45,84%
Fixed-term contract	2017	529603	286988	242615	45,81%
	2012	365679	191027	174652	47,76%
Uncertain term contract	2017	122143	76775	45368	37,14%
	2012	70726	44636	26090	36,89%
Other situation	2017	13139	7447	5692	43,32%
	2012	12224	6630	5594	45,76%

► Appendix A 1.2.3: Type of Contract (Continued)

GPG in the average monthly earnings by type of contract (2012 and 2017)						
Contractual conditions	Anos	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Open-ended Employment Contract	2017	1242,6 € 3	1370,86 €	1096,05 €	20,05%	23,55%
	2012	1170,14 €	1299,66 €	1017,12 €	21,74%	24,19%
Fixed-term contract	2017	876,42 €	941,46 €	799,47 €	15,08%	17,40%
	2012	834,97 €	916,08 €	746,25 €	18,54%	20,60%
Uncertain term contract	2017	882,13 €	924,14 €	811,05 €	12,24%	18,29%
	2012	868,66 €	920,92 €	779,25 €	15,38%	21,23%
Other situation	2017	932,19 €	981,43 €	867,76 €	11,58%	13,28%
	2012	867,79 €	932,76 €	790,78 €	15,22%	15,44%

GPG in average hourly earnings, by type of contract (2012 and 2017)						
Contractual conditions	Anos	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Open-ended Employment Contract	2017	7,32 €	8,02 €	6,52 €	18,62%	22,70%
	2012	6,95 €	7,67 €	6,10 €	20,45%	23,58%
Fixed-term contract	2017	5,08 €	5,44 €	4,66 €	14,24%	16,84%
	2012	4,88 €	5,32 €	4,39 €	17,45%	19,96%
Uncertain term contract	2017	5,05 €	5,25 €	4,71 €	10,27%	17,31%
	2012	4,99 €	5,23 €	4,56 €	12,74%	19,65%
Other situation	2017	5,43 €	5,72 €	5,05 €	11,73%	13,30%
	2012	5,07 €	5,45 €	4,62 €	15,19%	15,53%

Proportion of women by type of contract (2006)					
Contractual conditions	Years	Total	Total (M)	Total (W)	Proportion (W)
Open-ended Employment Contract	2006	1514078	865477	648601	42,84%
	2006	451795	248395	203400	45,02%
Employment contract for an undetermined period temporary secondment	2006	3582	2069	1513	42,24%
Fixed-term employment contract for temporary secondment	2006	12175	6429	5746	47,20%
Other situation	2006	13358	7655	5703	42,69%

GPG in the average monthly earnings by type of contract (2006)						
Contractual conditions	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Open-ended Employment Contract	2006	1	1	858,89 €	23,85%	25,75%
	2006	731,88 €	795,02 €	654,78 €	17,64%	22,74%
Employment contract for an undetermined period temporary secondment	2006	652,52 €	651,99 €	653,25 €	-0,19%	7,25%
Fixed-term employment contract for temporary secondment	2006	661,19 €	678,23 €	642,13 €	5,32%	8,46%
Other situation	2006	890,03 €	978,48 €	771,31 €	21,17%	18,11%

► Appendix A 1.2.3: Type of Contract (Final)

GPG in the average hourly earnings by type of contract (2006)						
Contractual conditions	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Open-ended Employment Contract	2006	6,09 €	6,73 €	5,25 €	21,98%	24,74%
Fixed-term contract	2006	4,34 €	4,66 €	3,95 €	15,16%	21,80%
	2006	3,78 €	3,73 €	3,85 €	-3,44%	5,38%
Fixed-term employment contract for temporary secondment	2006	3,79 €	3,86 €	3,71 €	3,69%	7,54%
Other situation	2006	5,26 €	5,77 €	4,57 €	20,91%	18,23%

► Appendix A 1.2.4: Enterprise size

Proportion of women by enterprise size					
Enterprise size	Years	Total	Total (M)	(W)	Proportion (W)
≤ 5 employees	2017	289498	152831	136667	47,21%
	2012	281738	149352	132386	46,99%
	2006	302159	162542	139617	46,21%
Between 6 and 10 employees	2017	210649	118380	92269	43,80%
	2012	195281	110968	84313	43,18%
	2006	222450	132309	90141	40,52%
Between 11 and 50 employees	2017	557270	306796	250474	44,95%
	2012	496579	270335	226244	45,56%
	2006	552470	318161	234309	42,41%
Between 51 and 250 employees	2017	495699	264296	231403	46,68%
	2012	435743	233602	202141	46,39%
	2006	440674	246243	194431	44,12%
≥ 250 employees	2017	614219	330269	283950	46,23%
	2012	536787	289047	247740	46,15%
	2006	477235	270770	206465	43,26%

GPG in the average monthly earnings by enterprise size						
Enterprise size	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
≤ 5 employees	2017	800,58 €	830,37 €	767,27 €	7,60%	10,85%
	2012	746,84 €	782,15 €	707,01 €	9,61%	12,52%
	2006	615,53 €	650,82 €	574,44 €	11,74%	14,18%
Between 6 and 10 employees	2017	892,69 €	926,15 €	849,77 €	8,25%	14,02%
	2012	867,08 €	906,34 €	815,41 €	10,03%	16,05%
	2006	723,69 €	755,45 €	677,09 €	10,37%	16,30%
Between 11 and 50 employees	2017	1 012,25 €	1 093,51 €	912,73 €	16,53%	20,52%
	2012	981,03 €	1 076,57 €	866,86 €	19,48%	22,76%
	2006	828,90 €	907,15 €	722,63 €	20,34%	23,58%
Between 51 and 250 employees	2017	1 214,76 €	1 369,27 €	1 038,28 €	24,17%	26,20%
	2012	1 179,76 €	1 350,89 €	981,99 €	27,31%	28,01%
	2006	1 039,39 €	1 185,33 €	854,57 €	27,90%	28,83%
≥ 250 employees	2017	1 408,42 €	1 553,55 €	1 239,60 €	20,21%	22,68%
	2012	1 394,77 €	1 564,90 €	1 196,27 €	23,56%	23,86%
	2006	1 305,93 €	1 479,50 €	1 078,28 €	27,12%	26,25%

► Appendix A 1.2.4: Enterprise size (Final)

GPG in average hourly earnings, by enterprise size						
Enterprise size	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
≤ 5 employees	2017	4,64 €	4,81 €	4,45 €	7,34%	10,69%
	2012	4,33 €	4,53 €	4,11 €	9,34%	12,33%
	2006	3,63 €	3,83 €	3,40 €	11,34%	13,94%
Between 6 and 10 employees	2017	5,17 €	5,35 €	4,94 €	7,74%	13,73%
	2012	5,03 €	5,25 €	4,75 €	9,46%	15,75%
	2006	4,27 €	4,44 €	4,01 €	9,64%	15,97%
Between 11 and 50 employees	2017	5,90 €	6,33 €	5,37 €	15,08%	19,83%
	2012	5,75 €	6,27 €	5,14 €	17,97%	22,10%
	2006	4,94 €	5,36 €	4,37 €	18,44%	22,94%
Between 51 and 250 employees	2017	7,16 €	7,97 €	6,23 €	21,86%	25,14%
	2012	7,01 €	7,93 €	5,96 €	24,88%	26,94%
	2006	6,24 €	7,01 €	5,26 €	25,02%	27,54%
≥ 250 employees	2017	8,32 €	9,13 €	7,38 €	19,10%	21,71%
	2012	8,37 €	9,35 €	7,23 €	22,70%	23,12%
	2006	7,95 €	8,92 €	6,68 €	25,08%	24,55%

► Appendix: A 1.2.5: Collective bargaining instrument (IRCT)

Proportion of women by collective bargaining instrument (IRCT)						
IRCT	Years	Total	Total (M)	Total (W)	Proportion (W)	Proportion of IRCT (W)
ACT	2017	96230	40907	55323	57,49%	5,56%
	2012	90209	42458	47751	52,93%	5,35%
	2006	78932	43021	35911	45,50%	4,15%
CCT	2017	1524559	831371	693188	45,47%	69,68%
	2012	1424160	771101	653059	45,86%	73,15%
	2006	1579615	903372	676243	42,81%	78,18%
PRT	2017	69065	48817	20248	29,32%	2,04%
	2012	55961	38736	17225	30,78%	1,93%
	2006	42612	29201	13411	31,47%	1,55%
/RCM	2017	112544	49551	62993	55,97%	6,33%
	2012	96183	42942	53241	55,35%	5,96%
	2006	69850	30663	39187	56,10%	4,53%
AE	2017	74732	47457	27275	36,50%	2,74%
	2012	74396	48085	26311	35,37%	2,95%
	2006	79064	55541	23523	29,75%	2,72%
No IRCT	2017	290205	154469	135736	46,77%	13,65%
	2012	205219	109982	95237	46,41%	10,67%
	2006	144915	68227	76688	52,92%	8,87%

► Appendix: A 1.2.5: Collective bargaining instrument (IRCT) (Final)

GPG in the average monthly earnings by IRCT						
IRCT	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
ACT	2017	1 970,07 €	2 556,38 €	1 536,54 €	39,89%	22,98%
	2012	1 910,94 €	2 428,85 €	1 450,43 €	40,28%	24,36%
	2006	1 755,52 €	2 084,94 €	1 360,88 €	34,73%	23,40%
CCT	2017	1 001,76 €	1 091,28 €	894,38 €	18,04%	20,55%
	2012	954,61 €	1 052,01 €	839,60 €	20,19%	22,19%
	2006	822,75 €	906,72 €	710,57 €	21,63%	24,00%
PRT	2017	886,15 €	912,65 €	822,26 €	9,90%	14,92%
	2012	843,98 €	879,53 €	764,05 €	13,13%	18,38%
	2006	708,43 €	756,57 €	603,59 €	20,22%	22,69%
RCM	2017	1 286,34 €	1 500,95 €	1 117,52 €	25,55%	21,98%
	2012	1 317,42 €	1 558,10 €	1 123,31 €	27,91%	22,50%
	2006	1 278,60 €	1 594,47 €	1 031,44 €	35,31%	25,41%
AE	2017	2 018,01 €	2 100,93 €	1 873,73 €	10,81%	19,00%
	2012	1 970,67 €	2 036,01 €	1 851,26 €	9,07%	15,95%
	2006	1 758,98 €	1 792,01 €	1 680,99 €	6,20%	14,19%
No IRCT	2017	1 300,95 €	1 401,87 €	1 186,11 €	15,39%	20,27%
	2012	1 350,81 €	1 483,12 €	1 198,00 €	19,22%	22,69%
	2006	1 307,10 €	1 575,99 €	1 067,87 €	32,24%	21,93%
GPG in average hourly earnings, by IRCT						
IRCT	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
ACT	2017	12,41 €	16,09 €	9,69 €	39,78%	22,33%
	2012	12,17 €	15,46 €	9,25 €	40,21%	23,98%
	2006	11,56 €	13,69 €	9,02 €	34,13%	22,89%
CCT	2017	5,82 €	6,29 €	5,26 €	16,48%	19,78%
	2012	5,59 €	6,11 €	4,98 €	18,58%	21,48%
	2006	4,86 €	5,31 €	4,27 €	19,63%	23,10%
PRT	2017	5,09 €	5,23 €	4,75 €	9,30%	14,48%
	2012	4,86 €	5,05 €	4,42 €	12,54%	17,89%
	2006	4,15 €	4,42 €	3,54 €	19,94%	22,47%
RCM	2017	7,52 €	8,75 €	6,55 €	25,18%	21,67%
	2012	7,75 €	9,14 €	6,63 €	27,50%	22,12%
	2006	7,69 €	9,54 €	6,24 €	34,59%	24,75%
AE	2017	12,27 €	12,59 €	11,72 €	6,94%	16,12%
	2012	12,11 €	12,38 €	11,60 €	6,37%	13,71%
	2006	10,82 €	10,82 €	10,81 €	0,15%	8,74%
No IRCT	2017	7,56 €	8,11 €	6,93 €	14,63%	19,50%
	2012	7,93 €	8,66 €	7,09 €	18,17%	21,86%
	2006	7,96 €	9,50 €	6,60 €	30,57%	20,94%

► Appendix: A 1.2.6: Degree of feminisation of the enterprise

Proportion of women by degree of feminisation of the enterprise					
Degree of feminisation of the enterprise	Years	Total	Total (M)	Total (W)	Proportion (W)
≤ 33%	2017	608369	517006	91363	15,02%
	2012	543973	463862	80111	14,73%
	2006	598590	517947	80643	13,47%
Between 33% -50%	2017	325232	191325	133907	41,17%
	2012	274642	162056	112586	40,99%
	2006	276829	164420	112409	40,61%
Between 50% - 75%	2017	382749	149042	233707	61,06%
	2012	334861	129242	205619	61,40%
	2006	300736	117360	183376	60,98%
> 75%	2017	350838	43988	306850	87,46%
	2012	315712	37870	277842	88,00%
	2006	294224	35447	258777	87,95%

GPG in the average monthly earnings by degree of feminisation of the enterprise						
Degree of feminisation of the enterprise	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
≤ 33%	2017	1 262,24 €	1 264,50 €	1 249,47 €	1,19%	15,05%
	2012	1 242,65 €	1 241,95 €	1 246,69 €	-0,38%	15,22%
	2006	1 064,72 €	1 068,07 €	1 043,18 €	2,33%	16,00%
Between 33% -50%	2017	1 432,44 €	1 534,30 €	1 286,90 €	16,12%	19,14%
	2012	1 465,08 €	1 589,58 €	1 285,88 €	19,11%	20,85%
	2006	1 359,37 €	1 493,21 €	1 163,59 €	22,07%	22,35%
Between 50% - 75%	2017	1 236,22 €	1 404,75 €	1 128,75 €	19,65%	17,69%
	2012	1 199,54 €	1 401,53 €	1 072,58 €	23,47%	19,41%
	2006	1 049,93 €	1 254,12 €	919,24 €	26,70%	21,42%
> 75%	2017	924,60 €	1 223,01 €	881,82 €	27,90%	16,75%
	2012	855,28 €	1 166,37 €	812,88 €	30,31%	18,79%
	2006	713,11 €	993,09 €	674,76 €	32,05%	21,56%

GPG in the average hourly earnings by degree of feminisation of the enterprise						
Degree of feminisation of the enterprise	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
≤ 33%	2017	7,27 €	7,26 €	7,31 €	-0,66%	13,76%
	2012	7,24 €	7,21 €	7,40 €	-2,60%	13,75%
	2006	6,22 €	6,21 €	6,24 €	-0,52%	13,97%
Between 33% -50%	2017	8,56 €	9,15 €	7,72 €	15,63%	18,89%
	2012	8,85 €	9,59 €	7,79 €	18,77%	20,67%
	2006	8,39 €	9,20 €	7,22 €	21,53%	22,00%
Between 50% - 75%	2017	7,35 €	8,33 €	6,72 €	19,32%	17,43%
	2012	7,23 €	8,43 €	6,48 €	23,19%	19,18%
	2006	6,47 €	7,70 €	5,68 €	26,15%	21,06%
> 75%	2017	5,49 €	7,16 €	5,25 €	26,68%	16,34%
	2012	5,12 €	6,89 €	4,88 €	29,16%	18,38%
	2006	4,35 €	6,01 €	4,13 €	31,27%	21,27%

► Appendix A 1.2.7: Economic sector

Proportion of women by economic sector					
Economic sector	Years	Total	Total (M)	Total (W)	(Proportion (W))
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	41172	28621	12551	30,48%
	2012	32202	21842	10360	32,17%
	2010	32921	22000	10921	33,17%
Mining and quarrying	2017	6543	5855	688	10,52%
	2012	6898	6180	718	10,41%
	2010	8158	7349	809	9,92%
Manufacturing industries	2017	495097	295539	199558	40,31%
	2012	447120	265740	181380	40,57%
	2010	471375	284933	186442	39,55%
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	6808	5679	1129	16,58%
	2012	7194	6199	995	13,83%
	2010	7979	6864	1115	13,97%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	20056	15601	4455	22,21%
	2012	18014	13901	4113	22,83%
	2010	17671	13737	3934	22,26%
Construction	2017	146922	132042	14880	10,13%
	2012	144407	129486	14921	10,33%
	2010	205132	184910	20222	9,86%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	405477	216886	188591	46,51%
	2012	384223	204775	179448	46,70%
	2010	423589	229545	194044	45,81%
Transportation and Storage	2017	118916	97059	21857	18,38%
	2012	103721	84185	19536	18,84%
	2010	115880	95066	20814	17,96%
Accommodation, Catering and related activity	2017	175760	74955	100805	57,35%
	2012	140177	55735	84442	60,24%
	2010	151563	59680	91883	60,62%
Information and Communication	2017	72570	48397	24173	33,31%
	2012	58908	38951	19957	33,88%
	2010	57267	37217	20050	35,01%
Finance and Insurance	2017	69828	34687	35141	50,33%
	2012	78999	41689	37310	47,23%
	2010	84213	44902	39311	46,68%
Real Estate	2017	17390	7670	9720	55,89%
	2012	12759	5763	6996	54,83%
	2010	15282	7162	8120	53,13%
Administrative and support activities	2017	99096	46223	52873	53,36%
	2012	83703	38220	45483	54,34%
	2010	87915	41466	46449	52,83%
Administrative and support activities	2017	154094	90390	63704	41,34%
	2012	122321	73921	48400	39,57%
	2010	130409	76506	53903	41,33%
Public Administration & Defence; Compulsory Social Security	2017	10107	6690	3417	33,81%
	2012	9635	6246	3389	35,17%
	2010	9608	6314	3294	34,28%

► Appendix A 1.2.7: Economic sector (Continued)

Proportion of women by economic sector					
Economic sector	Years	Total	Total (M)	Total (W)	(Proportion (W))
Education	2017	42855	10380	32475	75,78%
	2012	42302	10913	31389	74,20%
	2010	44660	11227	33433	74,86%
Human Health and Social Work	2017	216363	30088	186275	86,09%
	2012	183880	25583	158297	86,09%
	2010	170709	23605	147104	86,17%
Arts, Entertainment and Sports Activities	2017	20246	11875	8371	41,35%
	2012	16827	9485	7342	43,63%
	2010	17986	9999	7987	44,41%
Other Service activities	2017	47953	13903	34050	71,01%
	2012	52794	14474	38320	72,58%
	2010	59128	15366	43762	74,01%
International Bodies and Institutions	2017	82	32	50	60,98%
	2012	44	16	28	63,64%
	2010	56	22	34	60,71%

GPG in the average monthly earnings by economic sector						
Economic sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	841,68 €	870,58 €	775,77 €	10,89%	14,22%
	2012	795,47 €	842,30 €	696,73 €	17,28%	19,48%
	2010	767,57 €	812,05 €	677,95 €	16,51%	18,38%
Mining and quarrying	2017	1 296,03 €	1 284,04 €	1 398,11 €	-8,88%	20,84%
	2012	1 191,93 €	1 185,91 €	1 243,75 €	-4,88%	21,03%
	2010	1 118,41 €	1 117,32 €	1 128,22 €	-0,98%	19,88%
Manufacturing industries	2017	1 066,48 €	1 189,35 €	884,51 €	25,63%	25,17%
	2012	987,08 €	1 120,55 €	791,53 €	29,36%	27,27%
	2010	971,73 €	1 101,33 €	773,66 €	29,75%	27,60%
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	2 848,45 €	2 889,87 €	2 640,09 €	8,64%	17,68%
	2012	2 695,87 €	2 716,44 €	2 567,73 €	5,47%	8,70%
	2010	2 729,73 €	2 765,81 €	2 507,62 €	9,33%	12,04%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	1 102,97 €	1 076,36 €	1 196,13 €	-11,13%	12,40%
	2012	1 088,92 €	1 068,75 €	1 157,08 €	-8,26%	14,51%
	2010	1 130,34 €	1 115,58 €	1 181,88 €	-5,94%	17,01%
Construction	2017	969,89 €	963,66 €	1 025,15 €	-6,38%	9,71%
	2012	969,63 €	961,53 €	1 039,90 €	-8,15%	11,22%
	2010	947,96 €	940,28 €	1 018,10 €	-8,28%	10,22%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	1 062,29 €	1 130,49 €	983,86 €	12,97%	14,58%
	2012	1 011,55 €	1 092,97 €	918,64 €	15,95%	16,09%
	2010	991,30 €	1 075,88 €	891,25 €	17,16%	17,19%
Transportation and Storage	2017	1 389,31 €	1 362,56 €	1 508,06 €	-10,68%	8,25%
	2012	1 351,14 €	1 321,14 €	1 480,41 €	-12,06%	6,26%
	2010	1 321,69 €	1 294,79 €	1 444,55 €	-11,57%	5,88%
Accommodation, Catering and related activity	2017	793,71 €	868,92 €	737,79 €	15,09%	14,72%
	2012	738,02 €	834,23 €	674,51 €	19,15%	17,29%
	2010	719,76 €	819,63 €	654,89 €	20,10%	17,75%

► Appendix A 1.2.7: Economic sector (Continued)

GPG in the average monthly earnings by economic sector						
Economic sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Information and Communication	2017	1 805,09 €	1 892,57 €	1 629,95 €	13,88%	17,11%
	2012	1 824,12 €	1 914,20 €	1 648,31 €	13,89%	17,07%
	2010	1 883,92 €	1 993,89 €	1 679,78 €	15,75%	17,70%
Finance and Insurance	2017	2 298,81 €	2 605,33 €	1 996,26 €	23,38%	19,99%
	2012	2 288,37 €	2 589,14 €	1 952,29 €	24,60%	19,31%
	2010	2 250,73 €	2 542,67 €	1 917,27 €	24,60%	18,74%
Real Estate	2017	1 106,34 €	1 237,49 €	1 002,85 €	18,96%	15,75%
	2012	1 102,84 €	1 273,11 €	962,57 €	24,39%	19,32%
	2010	1 090,67 €	1 276,70 €	926,60 €	27,42%	21,62%
Administrative and support activities	2017	1 408,98 €	1 617,63 €	1 226,57 €	24,17%	21,50%
	2012	1 365,73 €	1 596,65 €	1 171,69 €	26,62%	21,76%
	2010	1 371,34 €	1 594,00 €	1 172,57 €	26,44%	21,56%
Administrative and support activities	2017	939,68 €	974,26 €	890,61 €	8,59%	14,49%
	2012	922,69 €	969,67 €	850,93 €	12,25%	17,55%
	2010	914,01 €	973,62 €	829,41 €	14,81%	19,48%
Public Administration & Defence; Compulsory Social Security	2017	1 046,34 €	1 012,00 €	1 113,58 €	-10,04%	9,27%
	2012	1 057,03 €	1 031,22 €	1 104,60 €	-7,12%	12,87%
	2010	1 088,70 €	1 066,87 €	1 130,55 €	-5,97%	13,35%
Education	2017	1 236,74 €	1 471,01 €	1 161,86 €	21,02%	17,21%
	2012	1 220,13 €	1 417,09 €	1 151,65 €	18,73%	15,36%
	2010	1 223,56 €	1 445,56 €	1 149,01 €	20,51%	17,00%
Human Health and Social Work	2017	1 009,72 €	1 340,71 €	956,25 €	28,68%	12,62%
	2012	945,56 €	1 282,58 €	891,10 €	30,52%	13,97%
	2010	929,74 €	1 273,90 €	874,51 €	31,35%	15,42%
Arts, Entertainment and Sports Activities	2017	1 762,82 €	2 259,17 €	1 058,69 €	53,14%	30,25%
	2012	1 658,86 €	2 184,75 €	979,47 €	55,17%	31,70%
	2010	1 573,32 €	2 027,84 €	1 004,30 €	50,47%	30,90%
Other Service activities	2017	989,58 €	1 186,14 €	909,32 €	23,34%	18,08%
	2012	947,80 €	1 180,47 €	859,91 €	27,16%	21,79%
	2010	914,94 €	1 168,45 €	825,92 €	29,32%	22,31%
International Bodies and Institutions	2017	2 104,88 €	2 292,78 €	1 984,62 €	13,44%	12,79%
	2012	2 055,42 €	1 907,71 €	2 139,82 €	-12,17%	5,16%
	2010	2 262,17 €	2 511,48 €	2 100,85 €	16,35%	12,35%
GPG in the average hourly earnings by economic sector						
Economic sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	4,83 €	4,99 €	4,45 €	10,90%	14,40%
	2012	4,58 €	4,85 €	4,01 €	17,31%	19,58%
	2010	4,41 €	4,67 €	3,90 €	16,58%	18,49%
Mining and quarrying	2017	7,49 €	7,41 €	8,14 €	-9,74%	20,26%
	2012	6,90 €	6,86 €	7,26 €	-5,81%	20,46%
	2010	6,34 €	6,32 €	6,57 €	-3,96%	17,58%
Manufacturing industries	2017	6,11 €	6,79 €	5,10 €	24,92%	24,40%
	2012	5,69 €	6,45 €	4,58 €	28,94%	26,75%
	2010	5,59 €	6,32 €	4,47 €	29,21%	26,95%

► Appendix A 1.2.7: Economic sector (Final)

GPG in the average hourly earnings by economic sector						
Economic sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	16,87 €	17,06 €	15,89 €	6,86%	15,84%
	2012	16,09 €	16,19 €	15,51 €	4,20%	7,11%
	2010	16,15 €	16,32 €	15,13 €	7,25%	9,44%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	6,40 €	6,21 €	7,07 €	-13,86%	10,94%
	2012	6,35 €	6,20 €	6,84 €	-10,33%	13,31%
	2010	6,56 €	6,44 €	6,98 €	-8,31%	15,58%
Construction	2017	5,57 €	5,52 €	6,01 €	-8,95%	7,92%
	2012	5,59 €	5,53 €	6,13 €	-10,87%	9,47%
	2010	5,44 €	5,38 €	6,00 €	-11,45%	7,92%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	6,14 €	6,53 €	5,68 €	12,95%	14,56%
	2012	5,86 €	6,33 €	5,32 €	16,00%	16,11%
	2010	5,73 €	6,22 €	5,15 €	17,25%	17,22%
Transportation and Storage	2017	8,09 €	7,88 €	9,06 €	-15,00%	5,75%
	2012	7,97 €	7,74 €	8,96 €	-15,76%	3,64%
	2010	7,75 €	7,54 €	8,75 €	-16,16%	2,87%
Accommodation, Catering and related activity	2017	4,57 €	5,01 €	4,25 €	15,02%	14,64%
	2012	4,26 €	4,82 €	3,90 €	19,08%	17,20%
	2010	4,15 €	4,73 €	3,78 €	20,04%	17,65%
Information and Communication	2017	10,70 €	11,17 €	9,74 €	12,80%	16,28%
	2012	10,94 €	11,44 €	9,97 €	12,87%	16,20%
	2010	11,29 €	11,90 €	10,15 €	14,74%	16,72%
Finance and Insurance	2017	14,77 €	16,74 €	12,82 €	23,39%	19,87%
	2012	14,77 €	16,72 €	12,59 €	24,67%	19,31%
	2010	14,56 €	16,44 €	12,40 €	24,57%	18,69%
Real Estate	2017	6,45 €	7,21 €	5,85 €	18,81%	15,55%
	2012	6,44 €	7,43 €	5,63 €	24,25%	19,02%
	2010	6,39 €	7,47 €	5,43 €	27,25%	21,33%
Administrative and support activities	2017	8,26 €	9,46 €	7,21 €	23,75%	20,94%
	2012	8,04 €	9,38 €	6,92 €	26,23%	21,24%
	2010	8,07 €	9,36 €	6,93 €	25,99%	20,94%
Administrative and support activities	2017	5,41 €	5,58 €	5,18 €	7,13%	13,39%
	2012	5,36 €	5,60 €	5,00 €	10,64%	16,15%
	2010	5,27 €	5,56 €	4,86 €	12,56%	17,49%
Public Administration & Defence; Compulsory Social Security	2017	6,20 €	5,94 €	6,71 €	-13,02%	8,71%
	2012	6,35 €	6,13 €	6,76 €	-10,37%	12,00%
	2010	6,56 €	6,35 €	6,97 €	-9,65%	12,05%
Educação/Education	2017	8,20 €	9,70 €	7,72 €	20,37%	16,69%
	2012	8,39 €	9,65 €	7,95 €	17,59%	14,52%
	2010	8,53 €	10,10 €	8,00 €	20,77%	17,14%
Human Health and Social Work	2017	5,99 €	7,77 €	5,70 €	26,60%	11,81%
	2012	5,65 €	7,51 €	5,35 €	28,74%	13,26%
	2010	5,55 €	7,44 €	5,24 €	29,58%	14,79%
Arts, Entertainment and Sports Activities	2017	10,86 €	14,06 €	6,32 €	55,04%	31,05%
	2012	10,24 €	13,60 €	5,91 €	56,54%	32,20%
	2010	9,69 €	12,60 €	6,03 €	52,15%	31,27%
Other Service activities	2017	5,98 €	7,15 €	5,51 €	22,98%	17,45%
	2012	5,82 €	7,23 €	5,29 €	26,83%	21,31%
	2010	5,66 €	7,23 €	5,11 €	29,24%	21,93%
International Bodies and Institutions	2017	12,67 €	13,85 €	11,91 €	13,96%	13,14%
	2012	12,59 €	11,79 €	13,05 €	-10,60%	8,04%
	2010	13,75 €	15,31 €	12,74 €	16,82%	14,52%

► Appendix A 1.2.8: Public sector vs Private sector vs Other

Proportion of women by sector					
Sector	Years	Total	Total (M)	Total (W)	(Proportion (W))
Public	2017	61977	21656	40321	65,06%
	2012	59183	21882	37301	63,03%
	2006	58549	24134	34415	58,78%
For profit private	2017	1872347	1089814	782533	41,79%
	2012	1666907	971255	695652	41,73%
	2006	1757257	1057775	699482	39,81%
Other	2017	233011	61102	171909	73,78%
	2012	220038	60167	159871	72,66%
	2006	179182	48116	131066	73,15%

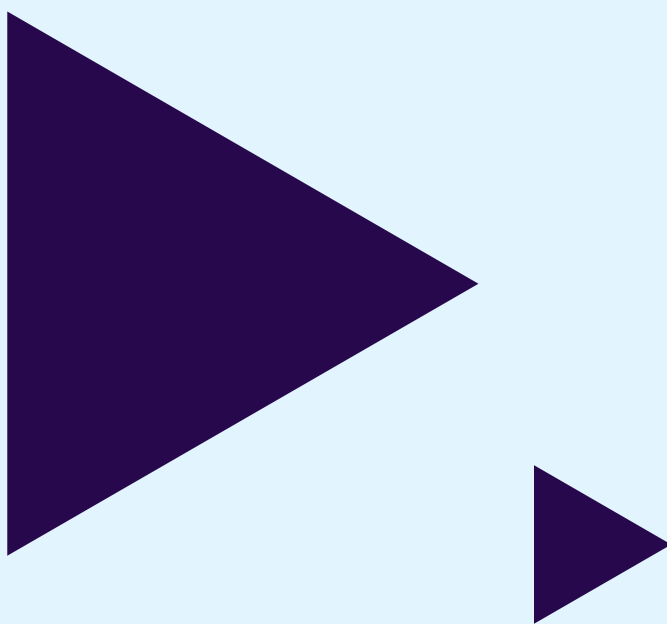
GPG in the average monthly earnings by sector						
Sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Public	2017	1 603,76 €	1 855,45 €	1 468,58 €	20,85%	24,48%
	2012	1 483,16 €	1 706,88 €	1 351,92 €	20,80%	21,83%
	2006	1 202,70 €	1 439,89 €	1 036,37 €	28,02%	25,99%
For profit private	2017	1 115,67 €	1 201,99 €	995,45 €	17,18%	20,59%
	2012	1 080,40 €	1 179,64 €	941,84 €	20,16%	22,25%
	2006	936,85 €	1 029,49 €	796,76 €	22,61%	24,24%
Other	2017	1 127,97 €	1 585,64 €	965,29 €	39,12%	32,67%
	2012	1 095,07 €	1 549,78 €	923,94 €	40,38%	35,15%
	2006	945,81 €	1 311,85 €	811,43 €	38,15%	33,25%

GPG in the average hourly earnings by sector						
Sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Public	2017	9,42 €	10,86 €	8,65 €	20,33%	23,55%
	2012	8,86 €	10,15 €	8,10 €	20,19%	20,80%
	2006	7,57 €	8,85 €	6,68 €	24,55%	21,51%
For profit private	2017	6,50 €	6,98 €	5,84 €	16,25%	19,89%
	2012	6,35 €	6,91 €	5,57 €	19,41%	21,69%
	2006	5,57 €	6,09 €	4,78 €	21,49%	23,42%
Other	2017	6,95 €	9,70 €	5,98 €	38,42%	31,67%
	2012	6,84 €	9,60 €	5,80 €	39,58%	34,05%
	2006	6,06 €	8,30 €	5,24 €	36,90%	31,67%

► Appendix A 1.3: Decomposition of the GPG

Total earnings				
Decomposition of the GPG in the distribution of monthly earnings				
Quartiles	Years	Gap in the quartile	Explained component	Unexplained component
1st quartile	2017	6,73%	6,96%	-0,23%
	2012	12,86%	12,99%	-0,13%
	2006	16,86%	16,25%	0,61%
2nd quartile	2017	15,44%	14,76%	0,68%
	2012	19,45%	16,59%	2,86%
	2006	22,03%	17,89%	4,15%
3rd quartile	2017	19,30%	14,54%	4,76%
	2012	22,21%	11,67%	10,54%
	2006	26,65%	12,99%	13,66%
Decomposition of the GPG in the distribution of hourly earnings				
Quartiles	Years	Gap in the quartile	Explained component	Unexplained component
1st quartile	2017	6,19%	6,71%	-0,51%
	2012	12,03%	12,77%	-0,74%
	2006	15,77%	15,78%	-0,01%
2nd quartile	2017	14,03%	14,50%	-0,46%
	2012	17,91%	15,95%	1,96%
	2006	20,93%	17,38%	3,55%
3rd quartile	2017	17,02%	13,00%	4,01%
	2012	20,10%	9,56%	10,54%
	2006	23,84%	10,58%	13,26%

Appendix 4-B



► Appendix B 1.1.1: Occupational skills level

Proportion of Senior Management, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	12013	5495	6518	10,94%	5,87%
2016	12452	5842	6610	12,27%	6,31%
2015	12169	5666	6503	12,74%	6,37%
2014	11785	5528	6257	13,17%	6,42%
2013	12183	5765	6418	13,88%	6,69%
2012	12296	5785	6511	14,28%	6,91%
2011	12555	5943	6612	15,16%	7,28%
2010	12482	6096	6386	16,06%	7,00%
Proportion of middle management, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	5000	2502	2498	4,98%	2,25%
2016	4659	2476	2183	5,20%	2,08%
2015	4600	2477	2123	5,57%	2,08%
2014	4628	2463	2165	5,87%	2,22%
2013	4647	2493	2154	6,00%	2,24%
2012	5189	2707	2482	6,68%	2,64%
2011	5231	2804	2427	7,15%	2,67%
2010	5703	3116	2587	8,21%	2,83%
Proportion of Operations management, supervisors, forepersons, team leaders, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	2251	968	1283	1,93%	1,16%
2016	2134	1017	1117	2,14%	1,07%
2015	1852	929	923	2,09%	0,90%
2014	1925	1018	907	2,43%	0,93%
2013	1947	1051	896	2,53%	0,93%
2012	1995	1070	925	2,64%	0,98%
2011	1619	867	752	2,21%	0,83%
2010	1599	858	741	2,26%	0,81%
Proportion of Highly-skilled professionals, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	6966	3243	3723	6,46%	3,35%
2016	6189	2589	3600	5,44%	3,43%
2015	5547	2204	3343	4,95%	3,27%
2014	5522	2301	3221	5,48%	3,31%
2013	5306	2307	2999	5,56%	3,12%
2012	5586	2473	3113	6,11%	3,31%
2011	5811	2539	3272	6,47%	3,60%
2010	5563	2475	3088	6,52%	3,38%

► Appendix B 1.1.1: Occupational skills level (Final)

Proportion of Skilled professionals, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	36076	12916	23160	25,71%	20,85%
2016	30778	11425	19353	24,00%	18,46%
2015	28693	10754	17939	24,17%	17,57%
2014	26140	10066	16074	23,98%	16,50%
2013	26849	10257	16592	24,70%	17,28%
2012	25330	9777	15553	24,14%	16,51%
2011	23415	8953	14462	22,83%	15,93%
2010	21187	7866	13321	20,72%	14,60%
Proportion of middle management, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	42215	10520	31695	20,94%	28,54%
2016	36015	10131	25884	21,28%	24,69%
2015	32565	10001	22564	22,48%	22,10%
2014	29915	8778	21137	20,91%	21,70%
2013	31604	9532	22072	22,95%	22,99%
2012	28900	8803	20097	21,74%	21,34%
2011	27902	8372	19530	21,35%	21,52%
2010	28478	8597	19881	22,65%	21,78%
Proportion of Operations management, supervisors, forepersons, team leaders, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	47301	10854	36447	21,61%	32,82%
2016	51900	10964	40936	23,03%	39,06%
2015	53399	9698	43701	21,80%	42,81%
2014	52379	9382	42997	22,35%	44,13%
2013	48238	7853	40385	18,91%	42,07%
2012	48766	7585	41181	18,73%	43,73%
2011	46083	7245	38838	18,48%	42,79%
2010	47667	6936	40731	18,27%	44,63%
Proportion of Highly-skilled professionals, by sex					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	9470	3738	5732	7,44%	5,16%
2016	8290	3157	5133	6,63%	4,90%
2015	7751	2759	4992	6,20%	4,89%
2014	7103	2436	4667	5,80%	4,79%
2013	6750	2267	4483	5,46%	4,67%
2012	6615	2300	4315	5,68%	4,58%
2011	7362	2491	4871	6,35%	5,37%
2010	6544	2018	4526	5,32%	4,96%

► Appendix B 1.1.2: Length of Service

Workers average age and seniority (years)						
Years	Average age (T)	Average age (M)	Average age (W)	Average seniority (T)	Average seniority(M)	Average seniority(W)
2017	39,63	37,27	40,69	3,76	3,36	3,95
2016	39,47	37,36	40,43	3,79	3,43	3,95
2015	39,24	37,16	40,15	3,79	3,53	3,90
2014	39,31	37,36	40,15	3,84	3,64	3,93
2013	38,93	36,93	39,80	3,81	3,71	3,86
2012	38,49	36,48	39,35	3,76	3,69	3,79
2011	37,96	36,08	38,77	3,56	3,45	3,60
2010	37,69	35,67	38,53	3,38	3,40	3,37

► Appendix: B 1.1.3: Entreprise size

Proportion of employees in employers with 5 or less employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	28328	9404	18924	18,72%	17,04%
2016	27007	9058	17949	19,03%	17,12%
2015	25659	8514	17145	19,14%	16,79%
2014	25101	8525	16576	20,31%	17,01%
2013	24385	8161	16224	19,65%	16,90%
2012	22366	7356	15010	18,16%	15,94%
2011	20342	6308	14034	16,09%	15,46%
2010	18413	5636	12777	14,85%	14,00%

Proportion of employees in employers with 6-10 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	12473	4606	7867	9,17%	7,08%
2016	11622	4374	7248	9,19%	6,91%
2015	11111	4120	6991	9,26%	6,85%
2014	10965	4154	6811	9,90%	6,99%
2013	10435	3879	6556	9,34%	6,83%
2012	10023	3696	6327	9,13%	6,72%
2011	9715	3606	6109	9,20%	6,73%
2010	9431	3498	5933	9,21%	6,50%

► Appendix: B 1.1.3: Enterprise size (Final)

Proportion of employees in employers with 11-50 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	21804	8442	13362	16,80%	12,03%
2016	20757	8113	12644	17,04%	12,06%
2015	19255	7474	11781	16,80%	11,54%
2014	18307	7167	11140	17,08%	11,43%
2013	18069	6957	11112	16,75%	11,58%
2012	18268	6961	11307	17,19%	12,01%
2011	17999	6797	11202	17,33%	12,34%
2010	18128	6782	11346	17,87%	12,43%
Proportion of employees in employers with 51-250 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	19093	6771	12322	13,48%	11,10%
2016	18230	6952	11278	14,60%	10,76%
2015	18226	6600	11626	14,84%	11,39%
2014	16841	6300	10541	15,01%	10,82%
2013	17184	6096	11088	14,68%	11,55%
2012	17607	6106	11501	15,08%	12,21%
2011	17501	6301	11200	16,07%	12,34%
2010	17967	6226	11741	16,40%	12,87%
Proportion of employees in employers over 250 employees					
Years	Total	Total (M)	Total (W)	Proportion (M)	Proportion (W)
2017	79594	21013	58581	41,83%	52,75%
2016	74801	19104	55697	40,13%	53,14%
2015	72325	17780	54545	39,97%	53,43%
2014	68183	15826	52357	37,71%	53,74%
2013	67451	16432	51019	39,57%	53,15%
2012	66413	16381	50032	40,45%	53,13%
2011	64421	16202	48219	41,32%	53,13%
2010	65284	15820	49464	41,67%	54,20%

► Appendix B 1.1.4: Wages

GPG in average monthly earnings					
Years	Average monthly earnings (T=M+W)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
2017	429,51 €	490,21 €	402,06 €	17,98%	10,94%
2016	419,31 €	484,50 €	389,71 €	19,56%	11,57%
2015	411,21 €	482,95 €	379,94 €	21,33%	12,77%
2014	412,10 €	489,68 €	378,67 €	22,67%	14,15%
2013	413,23 €	494,31 €	378,16 €	23,50%	15,12%
2012	428,48 €	514,65 €	391,43 €	23,94%	15,01%
2011	436,75 €	532,16 €	395,54 €	25,67%	16,83%
2010	437,15 €	541,79 €	393,62 €	27,35%	17,66%
GPG in average hourly earnings					
Years	Average hourly earnings (T=M+W)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
2017	5,35 €	6,31 €	4,92 €	22,0%	12,5%
2016	5,26 €	6,29 €	4,80 €	23,7%	13,2%
2015	5,21 €	6,33 €	4,72 €	25,5%	13,8%
2014	5,25 €	6,44 €	4,74 €	26,5%	15,0%
2013	5,23 €	6,44 €	4,71 €	26,9%	15,5%
2012	5,48 €	6,81 €	4,90 €	28,0%	16,0%
2011	5,60 €	6,99 €	5,00 €	28,4%	15,6%
2010	5,77 €	7,52 €	5,05 €	32,9%	17,3%
GPG in average monthly basic wage					
Years	GPG in average monthly basic wage (T)	Average monthly basic wage (M)	Average monthly basic wage (W)	GPG	Adjusted GPG
2017	363,97 €	410,73 €	342,82 €	16,53%	8,92%
2016	357,40 €	409,54 €	333,72 €	18,51%	9,72%
2015	348,96 €	407,83 €	323,31 €	20,72%	11,54%
2014	352,74 €	416,51 €	325,27 €	21,91%	12,65%
2013	355,11 €	422,93 €	325,78 €	22,97%	13,67%
2012	369,44 €	442,46 €	338,04 €	23,60%	13,59%
2011	377,01 €	457,00 €	342,45 €	25,07%	15,31%
2010	376,12 €	463,64 €	339,72 €	26,73%	16,08%
GPG in average hourly basic wage					
Years	Average hourly basic wage (T)	Average hourly basic wage (M)	Average hourly basic wage (W)	GPG	Adjusted GPG
2017	4,67 €	5,48 €	4,31 €	21,40%	11,07%
2016	4,60 €	5,49 €	4,20 €	23,55%	12,01%
2015	4,54 €	5,52 €	4,11 €	25,53%	12,78%
2014	4,60 €	5,64 €	4,15 €	26,36%	13,58%
2013	4,60 €	5,67 €	4,14 €	26,93%	14,31%
2012	4,83 €	6,01 €	4,31 €	28,26%	15,02%
2011	4,96 €	6,20 €	4,42 €	28,61%	14,44%
2010	5,10 €	6,66 €	4,45 €	33,14%	16,06%

► Appendix B 1.1.5: Part-time

			Public Sector			For profit private sector			Others (including non-profit private sector)		
			Women	Men	Total	Women	Men	Total	Women	Men	Total
Total			896	591	1487	100049	44952	145001	10111	4693	14804
Percentage	Educational qualification levels	Elementary or below	21,54%	7,61%	16,01%	58,21%	44,86%	54,07%	34,54%	20,41%	30,06%
		Secondary	7,92%	10,15%	8,81%	29,62%	38,21%	32,28%	16,83%	17,22%	16,95%
		Higher education	70,54%	82,23%	75,18%	12,17%	16,93%	13,65%	48,63%	62,37%	52,99%
Average monthly earnings		Elementary or below	344,13 €	998,12 €	467,78 €	297,32 €	366,13 €	315,02 €	347,88 €	388,61 €	356,65 €
		Secondary	1 229,29 €	1 499,04 €	1 352,84 €	420,51 €	444,71 €	429,39 €	480,86 €	572,04 €	510,21 €
		Higher education	1 425,96 €	1 537,01 €	1 474,23 €	606,01 €	665,17 €	628,76 €	896,08 €	965,63 €	922,03 €
Average hourly earnings		Elementary or below	4,04 €	8,54 €	4,89 €	3,87 €	4,53 €	4,04 €	4,31 €	4,77 €	4,41 €
		Secondary	10,96 €	15,87 €	13,21 €	4,57 €	5,00 €	4,73 €	5,26 €	7,03 €	5,83 €
		Higher education	14,57 €	16,10 €	15,24 €	7,33 €	9,51 €	8,17 €	12,52 €	16,43 €	13,98 €

► Appendix B 1.2.1: Educational attainment

Proportion of women by educational attainment						
Educational level	Years	Total	Total (M)	Total (W)	Proportion (W)	
Elementary or below	2017	83091	21169	61922	74,52%	
	2012	73571	16982	56589	76,92%	
Secondary	2017	49450	18045	31405	63,51%	
	2012	35644	12744	22900	64,25%	
Higher education	2017	28751	11022	17729	61,66%	
	2012	25462	10774	14688	57,69%	
GPG in average monthly earnings, by educational attainment						
Educational level	Years	Average monthly earnings (T=M+W)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Elementary or below	2017	317,69 €	368,49 €	300,32 €	18,50%	17,87%
	2012	308,84 €	376,84 €	288,44 €	23,46%	23,76%
Secondary Higher education	2017	435,94 €	453,92 €	425,61 €	6,24%	5,57%
	2012	428,79 €	465,67 €	408,27 €	12,32%	10,23%
Higher education	2017	741,65 €	783,40 €	715,69 €	8,64%	0,17%
	2012	773,74 €	789,82 €	761,95 €	3,53%	-3,58%

► Appendix B 1.2.1: Educational attainment (Final)

GPG in average hourly earnings, by educational attainment										
Educational level	Years	Average hourly earnings (T=M+W)		Average hourly earnings (M)		Ganho médio por hora (M)/ Average hourly earnings (W)		GPG		Adjusted GPG
Elementary or below	2017	4,06 €		4,55 €		3,90 €		14,30%		14,76%
	2012	3,89 €		4,58 €		3,69 €		19,41%		20,95%
Secondary	2017	4,81 €		5,12 €		4,62 €		9,78%		8,88%
	2012	4,79 €		5,27 €		4,51 €		14,43%		11,69%
Higher education	2017	10,03 €		11,64 €		9,03 €		22,42%		12,45%
	2012	11,02 €		12,14 €		10,19 €		16,03%		7,46%
GPG in the †distribution of average hourly earnings by educational attainment										
Educational level	Years	Hourly earnings in the 1st quartile (M)	Hourly earnings in the 1st quartile (W)	GAP in the 1st quartile	Hourly earnings in the 2nd quartile (M)	Hourly earnings in the 2nd quartile (W)	GAP in the 2nd quartile	Hourly earnings in the 3rd quartile (M)	Hourly earnings in the 3rd quartile (W)	GAP in the 3rd quartile
Elementary or below	2017	3,43 €	3,28 €	4,29%	4,01 €	3,46 €	13,69%	4,84 €	4,05 €	16,33%
	2012	3,27 €	3,00 €	8,10%	3,92 €	3,21 €	17,93%	4,85 €	3,93 €	18,93%
Secondary	2017	3,76 €	3,62 €	3,92%	4,34 €	4,22 €	2,97%	5,36 €	5,05 €	5,88%
	2012	3,55 €	3,44 €	3,12%	4,17 €	4,01 €	3,95%	5,35 €	4,79 €	10,50%
Higher education	2017	4,71 €	4,45 €	5,48%	7,68 €	6,32 €	17,75%	14,36 €	11,21 €	21,96%
	2012	4,63 €	4,43 €	4,35%	8,33 €	7,42 €	10,92%	14,66 €	13,00 €	11,36%

► Appendix B 1.2.2: Occupational skills level

Proportion of women by occupational skills level					
Occupational skills level	Years	Total (M+W)	Total (M)	Total (W)	Proportion (W)
Senior Management	2017	12013	5495	6518	54,26%
	2012	12296	5785	6511	52,95%
Middle management	2017	5000	2502	2498	49,96%
	2012	5189	2707	2482	47,83%
Operations management, supervisors, forepersons, team leaders	2017	2251	968	1283	57,00%
	2012	1995	1070	925	46,37%
Highly-skilled professionals	2017	6966	3243	3723	53,45%
	2012	5586	2473	3113	55,73%
Skilled professionals	2017	36076	12916	23160	64,20%
	2012	25330	9777	15553	61,40%
Semi-skilled workers	2017	42215	10520	31695	75,08%
	2012	28900	8803	20097	69,54%
Unskilled workers	2017	47301	10854	36447	77,05%
	2012	48766	7585	41181	84,45%
Interns and trainees	2017	9470	3738	5732	60,53%
	2012	6615	2300	4315	65,23%

► Appendix B 1.2.2: Occupational skills level (Final)

GPG in average monthly earnings, by occupational skills level						
Occupational skills level	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Senior Management	2017	975,65	1004,82	951,05	5,35%	0,61%
	2012	979,95	1018,60	945,60	7,17%	-0,29%
Middle management	2017	797,40	738,06	856,84	-16,09%	-16,37%
	2012	794,85	684,53	915,17	-33,69%	-11,25%
Operations management, supervisors, forepersons, team leaders	2017	739,77	734,79	743,53	-1,19%	-0,45%
	2012	747,15	765,34	726,10	5,13%	6,58%
Highly-skilled professionals	2017	562,34	560,57	563,89	-0,59%	-1,03%
	2012	572,94	541,35	598,03	-10,47%	-13,37%
Skilled professionals	2017	429,84	431,07	429,16	0,44%	1,98%
	2012	441,62	443,39	440,50	0,65%	1,07%
Semi-skilled workers	2017	348,82	399,92	331,86	17,02%	11,88%
	2012	360,88	384,53	350,52	8,85%	6,74%
Unskilled workers	2017	301,33	338,59	290,23	14,28%	10,02%
	2012	265,66	325,21	254,70	21,68%	19,70%
Interns and trainees	2017	369,78	342,16	387,79	-13,34%	-10,85%
	2012	343,30	327,55	351,70	-7,37%	-6,65%
GPG in average hourly earnings, by occupational skills level						
Occupational skills level	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Senior Management	2017	14,64	16,14	13,38	17,13%	13,45%
	2012	15,26	16,52	14,14	14,37%	9,05%
Middle management	2017	9,70	9,59	9,80	-2,22%	-1,44%
	2012	9,91	9,21	10,67	-15,85%	-3,93%
Operations management, supervisors, forepersons, team leaders	2017	8,50	8,94	8,17	8,70%	8,14%
	2012	8,25	8,26	8,25	0,11%	3,48%
Highly-skilled professionals	2017	6,53	6,69	6,39	4,53%	8,66%
	2012	6,89	6,99	6,81	2,61%	2,35%
Skilled professionals	2017	4,74	4,92	4,64	5,73%	6,47%
	2012	4,87	5,16	4,68	9,29%	8,51%
Semi-skilled workers	2017	4,16	4,56	4,03	11,55%	8,54%
	2012	4,13	4,43	4,00	9,77%	8,40%
Unskilled workers	2017	3,99	4,35	3,88	10,75%	9,28%
	2012	3,61	4,09	3,52	13,81%	13,21%
Interns and trainees	2017	4,12	4,06	4,15	-2,05%	-1,01%
	2012	3,74	3,75	3,74	0,33%	1,03%

► Appendix B 1.2.3: Type of contract

Proportion of women by type of contract						
Contractual conditions	Years	Total	Total (M)	Total (W)	Proportion (W)	
Open-ended Employment Contract	2017	81072	22422	58650	72,34%	
	2012	78179	21236	56943	72,84%	
Fixed-term contract	2017	63240	21703	41537	65,68%	
	2012	46699	15611	31088	66,57%	
Uncertain term contract	2017	15485	5559	9926	64,10%	
	2012	8644	3207	5437	62,90%	
Other situation	2017	1495	552	943	63,08%	
	2012	1155	446	709	61,39%	
GPG in the average monthly earnings bytype of contract						
Contractual conditions	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Open-ended Employment Contract	2017	474,91 €	594,58 €	429,16 €	27,82%	15,44%
	2012	466,53 €	613,64 €	411,66 €	32,91%	20,35%
Fixed-term contract	2017	389,00 €	405,25 €	380,51 €	6,11%	4,99%
	2012	387,67 €	417,07 €	372,91 €	10,59%	8,54%
Uncertain term contract	2017	360,97 €	406,21 €	335,63 €	17,37%	14,67%
	2012	311,48 €	341,65 €	293,68 €	14,04%	10,23%
Other situation	2017	391,63 €	437,21 €	364,95 €	16,53%	5,60%
	2012	379,16 €	461,27 €	327,50 €	29,00%	5,92%
GPG in average hourly earnings, by type of contract						
Contractual conditions	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
Open-ended Employment Contract	2017	5,88 €	7,65 €	5,21 €	31,93%	16,04%
	2012	5,82 €	7,84 €	5,07 €	35,43%	18,86%
Fixed-term contract	2017	4,89 €	5,29 €	4,68 €	11,51%	8,75%
	2012	5,12 €	5,83 €	4,77 €	18,13%	12,24%
Uncertain term contract	2017	4,46 €	4,86 €	4,24 €	12,72%	10,66%
	2012	4,25 €	4,68 €	4,00 €	14,56%	11,12%
Other situation	2017	5,55 €	6,65 €	4,90 €	26,27%	10,19%
	2012	5,71 €	7,22 €	4,76 €	34,01%	10,63%

► Appendix B 1.2.4: Enterprise size

Proportion of women by enterprise size					
Enterprise size	Years	Total	Total (M)	Total (W)	Proportion (W)
≤ 5 employees	2017	28328	9404	18924	66,80%
	2012	22368	7358	15010	67,10%
Between 6 and 10 employees	2017	12473	4606	7867	63,07%
	2012	10026	3699	6327	63,11%
Between 11 and 50 employees	2017	21804	8442	13362	61,28%
	2012	18280	6962	11318	61,91%
Between 51 and 250 employees	2017	19093	6771	12322	64,54%
	2012	17726	6100	11626	65,59%
≥ 250 employees	2017	79594	21013	58581	73,60%
	2012	66277	16381	49896	75,28%

GPG in the average monthly earnings by enterprise size						
Enterprise size	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
≤ 5 employees	2017	351,17 €	368,97 €	342,32 €	7,22%	4,50%
	2012	347,61 €	366,25 €	338,48 €	7,58%	2,88%
Between 6 and 10 employees	2017	389,68 €	407,32 €	379,35 €	6,87%	4,14%
	2012	404,94 €	431,03 €	389,68 €	9,59%	3,46%
Between 11 and 50 employees	2017	504,14 €	534,73 €	484,81 €	9,33%	6,58%
	2012	536,78 €	584,60 €	507,37 €	13,21%	7,58%
Between 51 and 250 employees	2017	566,32 €	616,44 €	538,78 €	12,60%	7,87%
	2012	616,62 €	722,31 €	561,16 €	22,31%	15,33%
≥ 250 employees	2017	410,38 €	504,08 €	376,77 €	25,26%	14,65%
	2012	379,15 €	493,14 €	341,73 €	30,70%	20,34%

GPG in average hourly earnings, by enterprise size						
Enterprise size	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
≤ 5 employees	2017	4,61 €	5,07 €	4,39 €	13,37%	7,14%
	2012	4,70 €	5,34 €	4,39 €	17,76%	8,62%
Between 6 and 10 employees	2017	5,13 €	5,58 €	4,86 €	12,82%	7,12%
	2012	5,46 €	6,13 €	5,07 €	17,26%	7,62%
Between 11 and 50 employees	2017	6,69 €	7,54 €	6,16 €	18,30%	12,64%
	2012	7,22 €	8,33 €	6,54 €	21,53%	14,05%
Between 51 and 250 employees	2017	7,24 €	8,38 €	6,61 €	21,14%	15,38%
	2012	8,11 €	9,93 €	7,16 €	27,94%	17,71%
≥ 250 employees	2017	4,83 €	5,86 €	4,46 €	23,90%	12,46%
	2012	4,55 €	5,81 €	4,14 €	28,75%	16,98%

► Appendix: B 1.2.5: Collective bargaining instrument (IRCT)

Proportion of women by collective bargaining instrument (IRCT)						
IRCT	Years	Total	Total (M)	Total (W)	Proportion (W)	Proportion of IRCT (W)
ACT	2017	1059	345	714	67,42%	0,64%
	2012	1001	284	717	71,63%	0,76%
CCT	2017	129236	38081	91155	70,53%	82,08%
	2012	109573	30466	79107	72,20%	84,00%
PRT	2017	4510	1941	2569	56,96%	2,31%
	2012	3518	1490	2028	57,65%	2,15%
RCM	2017	8181	2470	5711	69,81%	5,14%
	2012	7096	2079	5017	70,70%	5,33%
AE	2017	1708	1041	667	39,05%	0,60%
	2012	1283	682	601	46,84%	0,64%
No IRCT	2017	16598	6358	10240	61,69%	9,22%
	2012	12206	5499	6707	54,95%	7,12%
GPG in the average monthly earnings by IRCT						
IRCT	Years	Average monthly earnings	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
ACT	2017	1016,18 €	1271,04 €	893,04 €	29,74%	2,63%
	2012	890,43 €	1223,47 €	758,51 €	38,00%	21,75%
CCT	2017	391,88 €	432,03 €	375,11 €	13,17%	8,41%
	2012	380,44 €	444,74 €	355,68 €	20,03%	13,76%
PRT	2017	346,77 €	360,47 €	336,41 €	6,67%	5,99%
	2012	348,11 €	361,08 €	338,59 €	6,23%	0,70%
RCM	2017	506,69 €	626,95 €	454,68 €	27,48%	18,75%
	2012	523,12 €	675,64 €	459,91 €	31,93%	14,31%
AE	2017	1024,62 €	985,37 €	1085,90 €	-10,20%	-0,07%
	2012	999,08 €	986,05 €	1013,85 €	-2,82%	-3,28%
No IRCT	2017	608,28 €	701,72 €	550,27 €	21,58%	13,11%
	2012	730,04 €	787,68 €	682,78 €	13,32%	11,57%
GPG in average hourly earnings, by IRCT						
IRCT	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
ACT	2017	11,13 €	13,90 €	9,79 €	29,61%	5,73%
	2012	9,73 €	13,02 €	8,42 €	35,30%	22,26%
CCT	2017	4,95 €	5,70 €	4,63 €	18,80%	11,41%
	2012	4,94 €	6,08 €	4,51 €	25,87%	15,87%
PRT	2017	4,50 €	4,74 €	4,32 €	8,81%	5,74%
	2012	4,33 €	4,75 €	4,02 €	15,43%	7,53%
RCM	2017	6,07 €	7,59 €	5,41 €	28,63%	19,62%
	2012	6,17 €	7,78 €	5,49 €	29,40%	13,54%
AE	2017	10,36 €	9,73 €	11,35 €	-16,58%	2,61%
	2012	10,95 €	10,43 €	11,54 €	-10,66%	-5,56%
No IRCT	2017	7,52 €	8,96 €	6,63 €	26,01%	13,30%
	2012	9,27 €	10,27 €	8,45 €	17,73%	12,94%

► Appendix: B 1.2.6: Degree of feminisation of the enterprise

Proportion of women by degree of feminisation of the enterprise						
Degree of feminisation of the enterprise	Years	Total	Total (M)	Total (W)	Proportion (W)	
≤ 33%	2017	14972	11010	3962	26,46%	
	2012	10968	8115	2853	26,01%	
Between 33% -50%	2017	13726	6841	6885	50,16%	
	2012	12008	6353	5655	47,09%	
Between 50% e 75%	2017	40682	13658	27024	66,43%	
	2012	33608	11142	22466	66,85%	
> 75%	2017	51111	4717	46394	90,77%	
	2012	45704	3838	41866	91,60%	
GPG in the average monthly earnings by degree of feminisation of the enterprise						
Degree of feminisation of the enterprise	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
≤ 33%	2017	446,93 €	445,48 €	450,95 €	-1,23%	4,96%
	2012	513,06 €	513,01 €	513,19 €	-0,04%	4,60%
Between 33% -50%	2017	524,85 €	559,88 €	490,04 €	12,47%	8,79%
	2012	556,35 €	608,20 €	498,10 €	18,10%	9,75%
Between 50% e 75%	2017	512,84 €	551,63 €	493,23 €	10,59%	5,50%
	2012	506,88 €	553,65 €	483,68 €	12,64%	4,51%
> 75%	2017	385,64 €	638,38 €	359,94 €	43,62%	14,97%
	2012	361,68 €	615,05 €	338,46 €	44,97%	20,06%
GPG in the average hourly earnings by degree of feminisation of the enterprise						
Degree of feminisation of the enterprise	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
≤ 33%	2017	5,75 €	5,76 €	5,72 €	0,80%	5,14%
	2012	6,23 €	6,21 €	6,31 €	-1,58%	3,92%
Between 33% -50%	2017	6,38 €	6,94 €	5,82 €	16,10%	9,90%
	2012	7,11 €	7,76 €	6,38 €	17,88%	10,60%
Between 50% e 75%	2017	6,11 €	6,94 €	5,69 €	17,92%	8,01%
	2012	6,31 €	7,46 €	5,74 €	23,07%	8,20%
> 75%	2017	4,82 €	8,05 €	4,50 €	44,16%	11,84%
	2012	4,63 €	8,08 €	4,32 €	46,52%	14,20%

► Appendix B 1.2.7: Economic sector

Proportion of women by economic sector					
Economic sector	Years	Total	Total (M)	Total (W)	Proportion (W)
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	2450	1049	1401	57,18%
	2012	1606	678	928	57,78%
	2010	1492	588	904	60,59%
Mining and quarrying	2017	75	40	35	46,67%
	2012	84	47	37	44,05%
	2010	82	46	36	43,90%
Manufacturing industries	2017	5881	2605	3276	55,70%
	2012	5101	2113	2988	58,58%
	2010	4437	2001	2436	54,90%
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	46	28	18	39,13%
	2012	32	21	11	34,38%
	2010	20	13	7	35,00%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	398	122	276	69,35%
	2012	191	81	110	57,59%
	2010	174	74	100	57,47%
Construction	2017	5143	3604	1539	29,92%
	2012	5786	4291	1495	25,84%
	2010	6279	4421	1858	29,59%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	43842	12954	30888	70,45%
	2012	36573	9747	26826	73,35%
	2010	36042	9771	26271	72,89%
Transportation and Storage	2017	4088	2793	1295	31,68%
	2012	3016	2037	979	32,46%
	2010	2709	1793	916	33,81%
Accommodation, Catering and related activity	2017	20140	7600	12540	62,26%
	2012	11830	4218	7612	64,34%
	2010	10300	3501	6799	66,01%
Information and Communication	2017	1463	712	751	51,33%
	2012	1199	553	646	53,88%
	2010	918	418	500	54,47%
Finance and Insurance	2017	896	265	631	70,42%
	2012	1008	303	705	69,94%
	2010	903	289	614	68,00%
Real Estate	2017	1516	460	1056	69,66%
	2012	1251	345	906	72,42%
	2010	1158	321	837	72,28%
Consultancy, Scientific, Technical and related activity	2017	5468	1738	3730	68,22%
	2012	5796	1670	4126	71,19%
	2010	3701	1131	2570	69,44%

► Appendix B 1.2.7: Economic sector (Continued)

Proportion of women by economic sector						
Economic sector	Years	Total	Total (M)	Total (W)	Proportion (W)	
Consultancy, Scientific, Technical and related activity	2017	46223	9290	36933	79,90%	
	2012	38613	7507	31106	80,56%	
	2010	38630	6496	32134	83,18%	
Public Administration & Defence; Compulsory Social Security	2017	175	42	133	76,00%	
	2012	249	50	199	79,92%	
	2010	291	64	227	78,01%	
Education	2017	6562	2559	4003	61,00%	
	2012	7239	2801	4438	61,31%	
	2010	8110	3120	4990	61,53%	
Human Health and Social Work	2017	10026	2074	7952	79,31%	
	2012	8990	1931	7059	78,52%	
	2010	7773	1661	6112	78,63%	
Arts, Entertainment and Sports Activities	2017	2201	1115	1086	49,34%	
	2012	1619	842	777	47,99%	
	2010	1813	999	814	44,90%	
Other Service activities	2017	4694	1185	3509	74,76%	
	2012	4489	1265	3224	71,82%	
	2010	4386	1253	3133	71,43%	
International Bodies and Institutions	2017	5	1	4	80,00%	
	2012	5	0	5	100,00%	
	2010	5	2	3	60,00%	
GPG in the average monthly earnings by economic sector						
Economic sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	340,27 €	364,70 €	321,98 €	11,71%	8,19%
	2012	361,77 €	420,42 €	318,92 €	24,14%	16,15%
	2010	353,33 €	424,57 €	306,99 €	27,70%	16,54%
Mining and quarrying	2017	413,23 €	474,58 €	343,13 €	27,70%	21,05%
	2012	450,16 €	548,59 €	325,14 €	40,73%	8,79%
	2010	431,63 €	455,89 €	400,63 €	12,12%	1,78%
Manufacturing industries	2017	466,40 €	531,53 €	414,62 €	22,00%	16,43%
	2012	485,09 €	603,33 €	401,48 €	33,46%	24,02%
	2010	476,17 €	589,26 €	383,27 €	34,96%	25,96%
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	714,50 €	746,10 €	665,36 €	10,82%	8,56%
	2012	771,27 €	802,07 €	712,45 €	11,17%	-24,11%
	2010	1002,67 €	989,91 €	1026,39 €	-3,69%	-13,65%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	367,51 €	445,95 €	332,84 €	25,36%	14,51%
	2012	490,59 €	467,26 €	507,77 €	-8,67%	-13,58%
	2010	485,85 €	525,31 €	456,66 €	13,07%	-2,51%

► Appendix B 1.2.7: Economic sector (Continued)

GPG in the average monthly earnings by economic sector						
Economic sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Construction	2017	366,68 €	364,48 €	371,81 €	-2,01%	
	2012	362,61 €	362,55 €	362,79 €	-0,07%	-1,80%
	2010	365,31 €	367,17 €	360,91 €	1,70%	-2,13%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	461,21 €	467,63 €	458,51 €	1,95%	0,83%
	2012	405,36 €	424,18 €	398,52 €	6,05%	3,79%
	2010	398,87 €	411,32 €	394,24 €	4,15%	1,72%
Transportation and Storage	2017	552,87 €	540,76 €	579,00 €	-7,07%	1,85%
	2012	519,38 €	511,10 €	536,61 €	-4,99%	2,03%
	2010	569,55 €	563,08 €	582,22 €	-3,40%	1,71%
Accommodation, Catering and related activity	2017	327,29 €	333,81 €	323,33 €	3,14%	2,87%
	2012	313,14 €	332,34 €	302,50 €	8,98%	7,15%
	2010	321,11 €	353,40 €	304,48 €	13,84%	12,45%
Information and Communication	2017	629,77 €	720,29 €	543,95 €	24,48%	18,36%
	2012	853,00 €	1084,052	655,21 €	39,56%	21,64%
	2010	590,81 €	631,29 €	556,96 €	11,77%	7,91%
Finance and Insurance	2017	769,97 €	1154,1675	608,61 €	47,27%	26,13%
	2012	969,41 €	1527,0205	729,76 €	52,21%	33,54%
	2010	904,98 €	1453,5698	646,77 €	55,50%	40,89%
Real Estate	2017	445,92 €	570,52 €	391,65 €	31,35%	18,28%
	2012	411,13 €	483,75 €	383,48 €	20,73%	7,26%
	2010	451,78 €	583,87 €	401,12 €	31,30%	15,43%
Consultancy, Scientific, Technical and related activity	2017	489,52 €	592,22 €	441,66 €	25,42%	12,75%
	2012	481,03 €	656,62 €	409,96 €	37,56%	21,64%
	2010	533,62 €	710,44 €	455,80 €	35,84%	18,71%
Administrative and Support Service activities	2017	271,49 €	331,96 €	256,28 €	22,80%	19,31%
	2012	263,61 €	353,11 €	242,01 €	31,46%	26,35%
	2010	280,72 €	410,84 €	254,42 €	38,07%	30,40%
Public Administration & Defence; Compulsory Social Security	2017	413,73 €	662,94 €	335,03 €	49,46%	20,27%
	2012	415,49 €	613,24 €	365,80 €	40,35%	8,69%
	2010	389,34 €	562,95 €	340,40 €	39,53%	13,30%
Education	2017	800,13 €	799,71 €	800,40 €	-0,09%	-4,87%
	2012	861,23 €	849,03 €	868,93 €	-2,34%	-6,52%
	2010	905,36 €	913,99 €	899,96 €	1,53%	-7,40%
Human Health and Social Work	2017	719,91 €	1015,8094	642,73 €	36,73%	8,93%
	2012	705,57 €	935,74 €	642,61 €	31,33%	<<<<
	2010	696,64 €	945,06 €	629,13 €	33,43%	6,68%
Arts, Entertainment and Sports Activities	2017	749,81 €	840,53 €	656,66 €	21,87%	17,22%
	2012	773,43 €	894,54 €	642,18 €	28,21%	17,44%
	2010	958,46 €	1219,4774	638,11 €	47,67%	34,92%

► Appendix B 1.2.7: Economic sector (Continued)

GPG in the average monthly earnings by economic sector						
Economic sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Other Service activities	2017	602,13 €	871,67 €	511,11 €	41,36%	16,41%
	2012	642,37 €	889,07 €	545,57 €	38,64%	15,17%
	2010	655,85 €	922,76 €	549,10 €	40,49%	14,69%
International Bodies and Institutions	2017	529,82 €	654,94 €	498,54 €	23,88%	NA
	2012	591,87 €	NA	591,87 €	NA	NA
	2010	554,80 €	631,03 €	503,97 €	20,13%	NA

GPG in the average hourly earnings by economic sector						
Sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
Agriculture, Livestock Farming, Hunting, Forestry, Fishing	2017	4,50 €	4,89 €	4,21 €	13,93%	9,24%
	2012	4,45 €	5,07 €	3,99 €	21,14%	11,73%
	2010	4,62 €	5,47 €	4,07 €	25,67%	16,93%
Mining and quarrying	2017	6,18 €	6,55 €	5,75 €	12,31%	-2,32%
	2012	6,72 €	8,29 €	4,74 €	42,80%	14,37%
	2010	6,00 €	6,51 €	5,36 €	17,63%	11,01%
Manufacturing industries	2017	5,92 €	6,97 €	5,07 €	27,24%	18,66%
	2012	5,89 €	7,43 €	4,81 €	35,22%	22,56%
	2010	6,35 €	8,07 €	4,94 €	38,72%	26,60%
Electricity, Gas, Steam, Hot and Cold Water, Cold Air	2017	10,84 €	11,24 €	10,22 €	9,09%	4,81%
	2012	9,41 €	9,74 €	8,78 €	9,85%	-2,47%
	2010	12,77 €	11,28 €	15,55 €	-37,88%	-12,26%
Water Abstraction, Treatment & Distribution; Sanitation, Waste Management	2017	4,75 €	5,66 €	4,35 €	23,24%	9,88%
	2012	5,51 €	5,48 €	5,52 €	-0,77%	-4,28%
	2010	6,41 €	7,55 €	5,56 €	26,33%	-3,06%
Construction	2017	5,69 €	5,73 €	5,61 €	2,15%	-1,38%
	2012	5,69 €	5,70 €	5,66 €	0,68%	-2,40%
	2010	6,35 €	6,46 €	6,11 €	5,48%	-2,25%
Wholesale & Retail Trade; Vehicle and Motorcycle Repair	2017	4,90 €	5,14 €	4,80 €	6,62%	4,44%
	2012	4,50 €	4,88 €	4,36 €	10,72%	6,74%
	2010	4,41 €	4,74 €	4,28 €	9,66%	5,06%
Transportation and Storage	2017	5,82 €	5,59 €	6,31 €	-12,93%	-5,44%
	2012	5,58 €	5,33 €	6,10 €	-14,56%	-5,50%
	2010	5,89 €	5,77 €	6,14 €	-6,45%	-2,14%
Accommodation, Catering and related activity	2017	3,89 €	4,09 €	3,77 €	7,78%	7,73%
	2012	3,66 €	3,94 €	3,51 €	10,99%	9,56%
	2010	3,87 €	4,34 €	3,62 €	16,41%	15,04%

► Appendix B 1.2.7: Economic sector (Final)

GPG in the average hourly earnings by economic sector						
Sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings(W)	GPG	Adjusted GPG
Information and Communication	2017	6,85 €	7,55 €	6,18 €	18,09%	16,27%
	2012	7,95 €	9,65 €	6,50 €	32,65%	18,42%
	2010	6,40 €	6,78 €	6,09 €	10,23%	3,98%
Finance and Insurance	2017	8,99 €	13,12 €	7,26 €	44,66%	26,98%
	2012	10,76 €	16,34 €	8,36 €	48,84%	31,93%
	2010	10,16 €	15,37 €	7,70 €	49,86%	38,18%
Real Estate	2017	5,77 €	7,37 €	5,07 €	31,21%	15,74%
	2012	5,53 €	6,46 €	5,17 €	19,98%	2,88%
	2010	6,99 €	9,47 €	6,04 €	36,22%	6,37%
Consultancy, Scientific, Technical and related activity	2017	6,68 €	8,54 €	5,82 €	31,92%	20,61%
	2012	6,52 €	9,31 €	5,39 €	42,14%	27,01%
	2010	7,14 €	9,73 €	6,00 €	38,40%	14,98%
Administrative and Support Service activities	2017	3,87 €	4,59 €	3,69 €	19,64%	17,62%
	2012	3,69 €	4,72 €	3,45 €	27,03%	23,66%
	2010	3,69 €	4,62 €	3,50 €	24,37%	19,81%
Public Administration & Defence; Compulsory Social Security	2017	5,32 €	7,94 €	4,49 €	43,38%	15,22%
	2012	4,83 €	6,77 €	4,35 €	35,74%	10,34%
	2010	5,34 €	8,24 €	4,52 €	45,13%	28,79%
Education	2017	13,23 €	14,79 €	12,23 €	17,28%	8,82%
	2012	14,36 €	15,77 €	13,47 €	14,54%	6,68%
	2010	16,37 €	18,75 €	14,88 €	20,65%	9,39%
Human Health and Social Work	2017	8,59 €	13,40 €	7,34 €	45,24%	17,95%
	2012	8,73 €	13,41 €	7,45 €	44,41%	13,96%
	2010	8,97 €	14,65 €	7,43 €	49,27%	17,96%
Arts, Entertainment and Sports Activities	2017	7,68 €	8,51 €	6,83 €	19,73%	15,39%
	2012	7,95 €	8,90 €	6,93 €	22,16%	14,73%
	2010	9,89 €	12,21 €	7,05 €	42,23%	29,42%
Other Service activities	2017	7,54 €	11,20 €	6,31 €	43,67%	18,92%
	2012	8,15 €	11,60 €	6,80 €	41,35%	15,25%
	2010	9,21 €	14,11 €	7,26 €	48,56%	21,04%
International Bodies and Institutions	2017	4,77 €	5,04 €	4,70 €	6,76%	NA
	2012	7,59 €	NA	7,59 €	NA	NA
	2010	6,88 €	4,85 €	8,24 €	-69,68%	NA

► Appendix B 1.2.8: Public sector vs Private sector vs Other

Proportion of women by sector					
Sector	Years	Total	Total (M)	Total (W)	Proportion (W)
Public	2017	1487	591	896	60,26%
	2012	2075	758	1317	63,47%
For profit private	2017	145001	44952	100049	69,00%
	2012	117564	35227	82337	70,04%
Other	2017	14804	4693	10111	68,30%
	2012	15038	4515	10523	69,98%

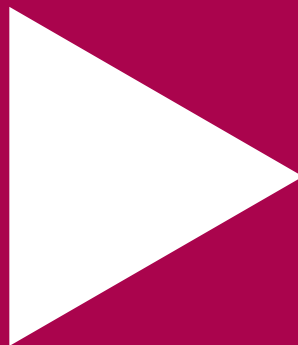
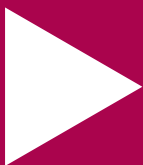
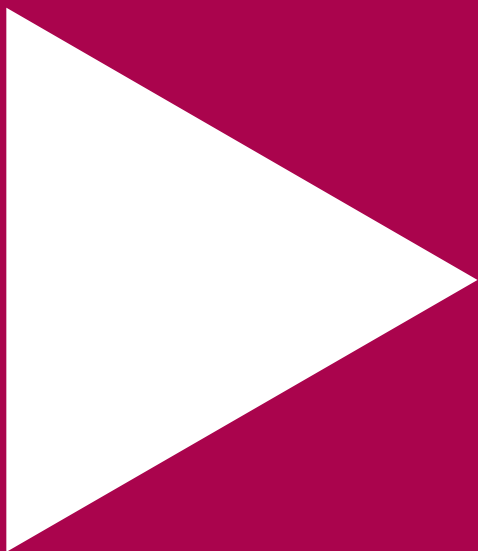
GPG in the average monthly earnings by sector						
Sector	Years	Average monthly earnings (Total)	Average monthly earnings (M)	Average monthly earnings (W)	GPG	Adjusted GPG
Public	2017	1302,45 €	1492,11 €	1177,35 €	21,10%	14,73%
	2012	1196,73 €	1272,9 €	1152,84 €	9,44%	3,65%
For profit private	2017	394,76 €	446,78 €	371,39 €	16,87%	11,40%
	2012	382,75 €	460,18 €	349,62 €	24,03%	15,95%
Other	2017	682,26 €	780,08 €	636,86 €	18,36%	6,10%
	2012	680,02 €	812,32 €	623,25 €	23,28%	9,24%

GPG in the average hourly earnings by sector						
Sector	Years	Average hourly earnings (Total)	Average hourly earnings (M)	Average hourly earnings (W)	GPG	Adjusted GPG
Public	2017	13,40 €	15,50 €	12,02 €	22,46%	15,00%
	2012	13,91 €	15,16 €	13,20 €	12,94%	7,90%
For profit private	2017	4,82 €	5,55 €	4,50 €	18,92%	12,12%
	2012	4,76 €	5,82 €	4,31 €	25,98%	15,99%
Other	2017	9,72 €	12,43 €	8,46 €	31,94%	16,48%
	2012	9,92 €	13,13 €	8,54 €	34,98%	16,78%

► Appendix B 1.3: Decomposition of the GPG

Decomposition of the GPG in in the distribution of monthly earnings				
Quartiles	Years	Gap in the quartile	Explained component	Unexplained component
1st quartile	2017	18,68%	0,00%	18,68%
	2012	16,99%	3,13%	13,85%
2nd quartile	2017	11,17%	0,15%	11,02%
	2012	17,22%	2,28%	14,94%
3rd quartile	2017	13,19%	0,68%	12,51%
	2012	19,03%	1,61%	17,41%

Decomposition of the GPG in the distribution of hourly earnings				
Quartiles	Years	Gap in the quartile	Explained component	Unexplained component
1st quartile	2017	8,26%	7,58%	0,68%
	2012	15,61%	7,89%	7,72%
2nd quartile	2017	12,90%	4,35%	8,55%
	2012	18,58%	5,59%	12,98%
3rd quartile	2017	18,15%	3,62%	14,52%
	2012	30,79%	7,42%	23,37%



► Bibliography

- Addabbo, T.; Bastos, A.; Casaca, S. F.; Duvvury, N.; Léime, Á. (2015), *Gender and labour in times of austerity: Ireland, Italy and Portugal in a comparative perspective*. *International Labour Review*, 154(4), pp: 449-473.
- Amaral, L. (2019), *The Modern Portuguese Economy in the Twentieth and Twenty-First Centuries*, Palgrave Macmillan US
- Boll, C and Lagemann, A. (2018), *Gender pay gap in EU countries based on SES (2014)*, European Commission. Accessible at: https://ec.europa.eu/info/sites/info/files/aid_development_cooperation_fundamental_rights/report-gender-pay-gap-eu-countries_october2018_en_0.pdf
- Cardoso, A.R. (1997), *Trabalho feminino em Portugal: valorização da mulher na economia ou a valorização da economia com a mulher?* Prémio CITE 1992/1993, Comissão para a Igualdade no Trabalho e no Emprego
- Cardoso, A. R.; Guimarães, P.; Portugal, P.; Raposo, P. (2016), *Sobre a discriminação sexual na formação dos salários*, *Revista de Estudos Económicos do Banco de Portugal*, Vol. 2, pp: 47-68.
- Casaca, S. F. (2005), *Flexibilidade de Emprego, Novas Temporalidades de Trabalho e Relações de Género – A reconfiguração da desigualdade nos novos sectores dos serviços*, Doctoral Thesis, ISEG-UTL.
- . (2010), *A (des)igualdade de género e a precarização do emprego in A Igualdade de Mulheres e Homens no Trabalho e no Emprego. Políticas e Circunstâncias*: Lisboa, Comissão para a Igualdade no Trabalho e no Emprego, pp: 261- 291
- . (2012), *Mercado do trabalho, flexibilidade e relações de género: tendências recentes*, in Sara Falcão Casaca (coord.), *Mudanças Laborais e Relações de Género. Novos Vetores de Desigualdade*, Fundação Económicas/Almedina, pp: 9-50.
- Casaca, S.F.; Damião, S. (2011) *Gender (In)equality in the labour market and the southern European welfare states* in Villota, P., Addis, E., Eriksen, J., Degavre, F.; Elson, D. (eds) *Gender and Well-being*. London: Ashgate, pp: 183-200.
- Casaca, S. F. and Perista, H. (2014), *Estudo Qualitativo a partir do I Relatório sobre diferenciações salariais por ramos de actividade*, Comissão para a Cidadania e a Igualdade de Género and Secretaria de Estado dos Assuntos Parlamentares e da Igualdade (study undertaken within the Ministers' Council Resolution 12/2013, No. 1, a). https://cite.gov.pt/documents/14333/144891/Estudo_Qualitativo.pdf
- Casaca, S. F. and Perista, H. (2016), *Tackling the Gender pay gap – Report on Portugal*, European Commission.
- Chagas Lopes, Margarida and Perista, Heloisa (1992), *Trajectórias familiares e modos de inserção laboral das mulheres: duas dimensões da mesma realidade*, Lisboa, CITE.
- Chicha, M-T. (2011), *A Promoção da Igualdade. Avaliação dos Postos de Trabalho sem Enviesamento de Género: Guia Prático*, Geneva: ILO. https://cite.gov.pt/documents/14333/144891/Guia_Igualdade_Salarial.pdf
- CITE (2002), *Compilação de elementos para uma consulta especializada sobre igualdade de remuneração entre mulheres e homens*, https://cite.gov.pt/documents/14333/154991/Comp_elementos.pdf/0124eb5c-aedd-4815-b07a-1318b1f511e7
- CRL (Centro de Relações Laborais) (2016), *Relatório do 2º Semestre sobre Emprego e Formação – 2015*. <https://www.crlaborais.pt/documents/10182/13353/CRL+-+Relat%C3%B3rio+sobre+Emprego+e+Forma%C3%A7%C3%A3o+2015+%28act+03.02.2017%29/4e9082d0-5788-4b1e-a22a-552b62797c1a>
- . (2017), *Relatório do 2º Semestre sobre Emprego e Formação – 2016*. <https://www.crlaborais.pt/documents/10182/13353/CRL+-+Relat%C3%B3rio+EFP+-+2016+%28vr+em+26-07-2017%29/aa230164-5488-42d6-adbe-5b2952ae8f3b>

- (2018), *Relatório sobre Emprego e Formação – 2017*. <https://www.crlaborais.pt/documents/10182/13353/Relat%C3%B3rio+sobre+Emprego+e+Forma%C3%A7%C3%A3o+-+2017/f7207809-83d5-471c-8238-80961c51042a>
- (2019), *Relatório do 1º Semestre sobre Emprego e Formação – 2018*. https://www.crlaborais.pt/documents/10182/13353/EFPP+1+semestre+2018_/51d298d3-f774-420b-91a3-b94c735f9cc7
- Dornelas, A. (org.) (2006), *Livro Verde sobre as Relações Laborais*, Lisboa, Ministério do Trabalho e da Solidariedade Social.
- Dray, G. (coord.) (2016), *Livro Verde sobre as Relações Laborais*, Lisboa, Gabinete de Estratégia e Planeamento do Ministério do Trabalho, Solidariedade e Segurança Social.
- European network of legal experts in gender equality and non-discrimination (2017), *The Enforcement of the Principle of Equal Pay for Equal Work or Work of Equal Value*, Directorate-General for Justice and Consumers. <https://publications.europa.eu/en/publication-detail/-/publication/834d34ab-2d87-11e8-b5fe-01aa75ed71a1/language-en>
- Ferreira, V. (1999), *Os paradoxos da situação das mulheres em Portugal*, *Revista Crítica de Ciências Sociais*, CES, pp: 199-227.
- (2010), *A evolução das desigualdades entre salários masculinos e femininos: um percurso irregular*, in *A Igualdade de Mulheres e Homens no Trabalho e no Emprego. Políticas e Circunstâncias*: Lisboa, Comissão para a Igualdade no Trabalho e no Emprego, pp: 139- 190
- Ferreira, V. (coord.), Silveirinha, M. J., Portugal, S., Vieira, C., Monteiro, R., Duarte, M., Lopes, M. (2010), *Estudo de Avaliação do III Plano Nacional Para A Igualdade – Cidadania E Género (2007-2010)*, APEU-FEUC.
- Ferreira, V.; Monteiro, R. (2015), “Austeridade, emprego e regime de bem-estar em Portugal: em processo de refamiliarização?”, *ex aequo*, 32, pp: 49-67.
- Fortin, M., Lemieux, T., Firpo, S. (2011), *Decomposition Methods in Economics*, in *Handbook of Labor Economics*, Eds. David Card, Orley Ashenfelter (North-Holland), Vol.4, Part A, pp: 1–102.
- ILO (2018a), *Global Wage Report 2018/19: What lies behind Gender pay gaps*, International Labour Office, Geneva https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_650553.pdf
- ILO (2018b), *Decent Work in Portugal 2008-2018: from crisis to recovery*, International Labour Office, Geneva. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_646867.pdf
- Mamede, R.P. et al (2016), *The long boom and the early bust: the Portuguese economy in the era of financialisation*, in: Eckhard Hein & Daniel Detzer & Nina Dodig (ed.), *Financialisation and the Financial and Economic Crises*, chapter 11, pages 255-274, Edward Elgar Publishing.
- Ministério do Trabalho, Solidariedade e Segurança Social (2018), *Atualização do Livro Verde sobre as Relações Laborais 2016*. <https://www.portugal.gov.pt/download-ficheiros/ficheiro.aspx?v=8dfd193e-fe40-4960-9c5f-5dbd179556bc>
- OECD (2018), *Bridging the digital gender divide* <http://www.oecd.org/internet/bridging-the-digital-gender-divide.pdf>
- (2017), *The Pursuit of Gender Equality: An Uphill Battle*, <http://dx.doi.org/10.1787/9789264281318-en>.
- Oelz, Martin, Olney, Shauna e Tomei, Manuela (2013), *Equal pay. An introductory guide*, Genebra, Organização Internacional do Trabalho
- ÖSB Consulting (2019), *The EU Mutual Learning Programme in Gender Equality - Equal Pay, Summary Report*, Iceland, 27-28 May 2019, European Commission. https://ec.europa.eu/info/sites/info/files/aid_development_cooperation_fundamental_rights/mlp_summary_report_equal_pay_is_may_2019_en.pdf

- OIT (2016), *O Emprego atípico no mundo. Desafios e perspectivas*, Lisboa, GEP/MTSSS https://www.ilo.org/wcmsp5/groups/public/---dgreports/---dcomm/---publ/documents/publication/wcms_626383.pdf
- Palma-Ramalho, M. R. (2003), *Garantir a Igualdade Remuneratória entre Mulheres e Homens na União Europeia*, Lisboa, CITE
- Development Partnership for the Project *Revalorizar o Trabalho para Promover a Igualdade* (2008), *Valor do trabalho e igualdade de género – Guia para a aplicação de uma metodologia de avaliação do valor do trabalho sem enviesamento de género*. http://cite.gov.pt/assts_scratches/Guia_CD.pdf
- Pardon, D.; Vergeylen, Y.; Eeghem, J. Van; Rijmenams, C. (2010), *Checklist Gender neutrality in job evaluation and classification*, Brussels: Institute for the Equality of Women and Men. http://genderpaygap.eu/documents/Belgium_Checklist_ENG.pdf
- Perista, H. and Chagas Lopes, M. (1991), *Potencialidades e Vulnerabilidades do Emprego das Mulheres–, Organizações e Trabalho*, 5/6, pp: 37-46.
- Perista, P. and Perista H. (2019), *‘Just being heard’? Engaging in the European Semester in the shadow of macroeconomic surveillance. Case study Portugal*, OSE Paper Series, Research Paper nº 41. http://www.ose.be/files/publication/OSEPaperSeries/InvoTunes_2019_OseResearchPaper41_Portugal.pdf
- Perista, H., Cardoso, A., Brázia, A., Abrantes, M., Perista, P. (2016), *Os Usos do Tempo de Homens e de Mulheres em Portugal*. Lisboa, CESIS / CITE. https://www.cesis.org/admin/modulo_projects/upload/files/inut_livro.pdf
- Rêgo, M. C. C. (2010), *A construção da igualdade de homens e mulheres no trabalho e no emprego na lei portuguesa*, in *A Igualdade de Mulheres e Homens no Trabalho e no Emprego. Políticas e Circunstâncias*, Lisboa, Comissão para a Igualdade no Trabalho e no Emprego, pp: 57-98.
- . (2019), *A Igualdade entre homens e mulheres no trabalho e no emprego: desafios a enfrentar e a resolver até 2030*, Written for the 40th anniversary of CITE.
- Rubery, Jill and Koukiadaki, Aristeia (2016), *Closing the gender pay gap: a review of the issues, policy mechanisms and international evidence*, ILO, ILO. https://www.ilo.org/wcmsp5/groups/public/---dgreports/---gender/documents/publication/wcms_540889.pdf
- Soeiro, J. (2015), *A Formação do Precariado. Transformações no trabalho e mobilizações de precários em Portugal*. *Doctoral thesis in Sociology, Labour Relations, Social Inequalities and Trade Unionism*, presented to the Faculty of Economics, University of Coimbra.
- Torres, A. (coord.), Silva, F. V., Monteiro, T. L.; Cabrita, M. (2004), *Homens e Mulheres entre Família e Trabalho*, DEEP/CITE, col. *Estudos* n.º 1.
- Wall, K. (2007), *Leave policy models and the articulation of work and family in Europe: A comparative perspective*, in P. Moss & K. Wall (Eds.), *International review of leave policies and related research 2007*, Employment relations research series, No. 80 (pp: 25–43). London: Department for Business, Enterprise and Regulatory Reform.

Sources and webography:

Relatório sobre o Progresso <https://cite.gov.pt/relatorios-sobre-o-progresso-da-igualdade-entre-mulheres-e-homens>, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2017, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2016, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2015, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2014, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2013, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2012, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2011, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2010, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2009, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Anos de 2006 a 2008, CITE

Relatório sobre o Progresso da Igualdade de Oportunidades entre Mulheres e Homens no Trabalho, no Emprego e na Formação Profissional– Ano de 2005, CITE

Diário da República online (Official Journal), <https://dre.pt/>

Assembleia da República (Portuguese Parliament), <https://www.parlamento.pt/>

Commission for Citizenship and Gender Equality, www.cig.gov.pt

Commission for Equality in Labour and Employment, www.cite.gov.pt

Conselho Económico e Social (Economic and Social Council) – www.ces.pt

Directorate-General of Employment and Labour Relations, www.dgert.gov.pt

Portuguese Government website, www.portugal.gov.pt

Sources of data consulted:

- Quadros de Pessoal (Employment Records), GEP/MTSSS
- OECD
- INE (Statistics Portugal)
- PORDATA (the Database of Contemporary Portugal)
- Eurostat/ EU-SILC (Statistic on Income and Living Conditions)



ilo.org

International Labour Organization
Route des Morillons 4
1211 Geneva 22
Switzerland